

Committee: Personnel and General Committee
Date: Wednesday 10 December 2008
Time: 6.30 pm
Venue: Bodicote House, Bodicote, Banbury, OX15 4AA

Membership

Councillor Lynda Thirzie Smart (Chairman)	Councillor Rose Stratford (Vice-Chairman)	
Councillor Ken Atack	Councillor Christopher Pack	Councillor Barry Wood
Councillor Norman Bolster	Councillor G A Reynolds	Councillor David Hughes
Councillor Timothy Hallchurch MBE	Councillor Chris Smithson	
Councillor Russell Hurle	Councillor Lawrie Stratford	

Substitutes Any member from the relevant political group other than members of PRP and Appeals

AGENDA

- 1. Apologies for Absence and Notification of Substitute Members**
- 2. Declarations of Interest**

Members are asked to declare any interest and the nature of that interest which they may have in any of the items under consideration at this meeting.

- 3. Petitions and Requests to Address the Meeting**

The Chairman to report on any requests to submit petitions or to address the meeting.

- 4. Urgent Business**

The Chairman to advise whether they have agreed to any item of urgent business being admitted to the agenda.

5. **Minutes** (Pages 1 - 8)

To confirm as a correct record the Minutes of the meeting of the Committee held on 17 September 2008.

6. **Code of Conduct for Local Authority Members and Employees** (Pages 9 - 54)

Summary

This paper seeks the views of the committee on the proposed introduction of a mandatory model code of conduct for local authority employees. DCLG are seeking views from authorities as part of the formal consultation process which runs until 24th December 2008.

Recommendation

The Committee is **RECOMMENDED** to comment on the proposed response and make any further responses considered appropriate.

7. **Employment Statistics Qtr 2, 2008-9** (Pages 55 - 57)

Summary

This report gives details of employment statistics for information and monitoring purposes. As requested by Members this information has been amended to reflect turnover by directorate.

Recommendation

The Committee is **RECOMMENDED** to resolve to note the contents of this report.

8. **Pensions Policy Statements** (Pages 58 - 72)

Summary

The purpose of this report is to seek decisions in relation to new discretions under Local Government Pensions Scheme Regulations in order to update the current Pensions Policy Statements which will ensure Cherwell District Council has the necessary statements on the exercise of its discretions under amended regulations up to and including 1 April 2008.

Recommendations

The Committee is **RECOMMENDED** to determine to resolve;

- (1) To consider use of Regulation 13 – the discretion to award additional pension up to £5,000, and if agreed to consider using the same criteria as already agreed for awarding additional pensionable membership (up to 10 years) to ensure consistency of approach.
- (2) To note the updated Pension Policy Statements at Appendix 1.

9. **Revised Sickness Absence Policy** (Pages 73 - 99)

Summary

The purpose of this report is to seek approval for the attached revised Sickness Absence policy.

Recommendation

The Committee is **RECOMMENDED** to resolve to approve the attached revised sickness absence policy, including the ill health retirement process set out in Appendix G of the policy, for implementation from 1 April 2009.

10. Capability Policy (Pages 100 - 108)

Summary

The purpose of this report is to seek approval for the attached capability procedure.

Recommendation

The Committee is **RECOMMENDED** to resolve to approve the attached capability policy for implementation from 1 January 2009.

11. Exclusion of the Public and Press

The following report(s) contain exempt information as defined in the following paragraph(s) of Part 1, Schedule 12A of Local Government Act 1972.

1 – Information relating to any individual.

4 – Information relating to consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or officer holders, under the authority.

Members are reminded that whilst the following item(s) have been marked as exempt, it is for the meeting to decide whether or not to consider each of them in private or in public. In making the decision, Members should balance the interests of individuals or the Council itself in having access to the information. In considering their discretion Members should also be mindful of the advice of Council Officers.

Should Members decide not to make a decision in public, they are **RECOMMENDED** to pass the following recommendation:

“That in accordance with Section 100A (4) of Local government Act 1972, the press and public be excluded from the meeting for the following item(s) of business, on the grounds that they could involve the likely disclosure of exempt information as defined in paragraph(s) 1 and 4 of Schedule 12A of that Act”.

12. Review of Public Protection Team Structure (Pages 109 - 113)

13. Redundancy of Post (EX0070) Exchequer (Pages 114 - 115)

Information about this Agenda

Apologies for Absence

Apologies for absence should be notified to democracy@cherwell-dc.gov.uk or 01295 221587 prior to the start of the meeting.

Declarations of Interest

Members are asked to declare interests at item 2 on the agenda or if arriving after the start of the meeting, at the start of the relevant agenda item. The definition of personal and prejudicial interests is set out in Part 5 Section A of the constitution. The Democratic Support Officer will have a copy available for inspection at all meetings.

Personal Interest: Members must declare the interest but may stay in the room, debate and vote on the issue.

Prejudicial Interest: Member must withdraw from the meeting room and should inform the Chairman accordingly.

With the exception of the some very specific circumstances, a Member with a personal interest also has a prejudicial interest if it is one which a Member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the Member's judgement of the public interest.

Local Government and Finance Act 1992 – Budget Setting, Contracts & Supplementary Estimates

Members are reminded that any member who is two months in arrears with Council Tax must declare the fact and may speak but not vote on any decision which involves budget setting, extending or agreeing contracts or incurring expenditure not provided for in the agreed budget for a given year and could affect calculations on the level of Council Tax.

Queries Regarding this Agenda

Please contact Theresa Goss, Legal and Democratic Services theresa.goss@cherwell-dc.gov.uk
(01295) 22155487

Mary Harpley
Chief Executive

Published on Tuesday 2 December 2008