

**Summary of the Decisions Taken at the Meeting
Of the Personnel Committee on 10 September 2014.**

Agenda Item No.	Agenda Item	Decision
6	<p>Organisational Change Policy</p> <p>Report of Head of Transformation</p> <p>Purpose of Report</p> <p>To seek approval of proposals to implement a three way (Cherwell District Council (CDC), South Northamptonshire Council (SNC) and Stratford-on-Avon District Council (SDC)) organisational change policy and relating procedures in relation to all elements of employee change management.</p> <p>Recommendations</p> <p>The meeting is recommended:</p> <p>1.1 To approve the implementation of a three way organisational change policy (Appendix 1).</p> <p>1.2 To note that in the opinion of officers it is expedient to implement the proposed policy at Cherwell District Council and South Northamptonshire Council, even in the absence of approval from Stratford-on-Avon District Council.</p>	<p>Resolved</p> <p>(1) That, subject to an amendment to the pay protection section to reflect that salary protection would be in line with the existing pay protection policy for each council, the implementation of a three way organisational change policy be approved.</p> <p>(2) That authority be delegated to the Head of Transformation, in consultation with the Chairman, to finalise the Organisational Change Policy prior to implementation.</p> <p>(3) That it be noted that in the opinion of officers it was expedient to implement the proposed policy at Cherwell District Council and South Northamptonshire Council, even in the absence of approval from Stratford-on-Avon District Council.</p>

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7	<p>Employment Statistics - 1st Quarter: 1 April 2014 to 30 June 2014</p> <p>Report of Head of Transformation</p> <p>Purpose of report</p> <p>To detail employment statistics, for information and monitoring purposes and to compare the Cherwell District Council (CDC) position against the wider employment market.</p> <p>Recommendations</p> <p>The meeting is recommended:</p> <p>1.1 To note the contents of the report.</p>	<p>Resolved</p> <p>(1) That the contents of the report be noted.</p>
8	<p>Exclusion of the Public and Press</p> <p>The following report contains exempt information as defined in the following paragraphs of Part 1, Schedule 12A of Local Government Act 1972.</p> <p>1 – Information relating to any individual</p> <p>3– Information relating to the financial or business affairs of any particular person (including the authority holding that information).</p> <p>Members are reminded that whilst the following item has been marked as exempt, it is for the meeting to decide whether or not to consider it 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.</p> <p>Should Members decide not to make a decision in public, they are recommended to pass the following recommendation:</p> <p>“That under Section 100A of the Local Government Act 1972, the public and</p>	<p>That under Section 100A of the Local Government Act 1972, the public and press be excluded from the meeting for the following items of business on the ground that, if the public and press were present, it would be likely that exempt information falling under the provisions of Schedule 12A, Part 1, Paragraphs 1, 2, 3 and 4 would be disclosed to them, and that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information</p>

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	<p>press be excluded from the meeting for the following item of business on the ground that, if the public and press were present, it would be likely that exempt information falling under the provisions of Schedule 12A, Part 1, Paragraphs 1, 2, 3 and 4 would be disclosed to them, and that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.”</p>	
<p>9</p>	<p>Employment Statistics - 1st Quarter: 1 April 2014 to 30 June 2014 - exempt appendix</p>	<p>Resolved</p> <p>(1) That the exempt annex be noted.</p>
<p>10</p>	<p>Housing Restructure</p> <p>Exempt Report of Head of Regeneration and Housing.</p>	<p>Resolved</p> <p>(1) That the proposed revised structure of the team and the change to the title and description of the team now to be known as the Housing Regeneration and Development Team be noted.</p> <p>(2) That, subject to the Director of Resources, in consultation with the Lead Member for Financial Management, being satisfied that existing budgets within Regeneration and Housing had been clearly identified and were vired to address the funding shortfall highlighted in the business case, the revised structure and the proposed approach to implementing the structural amendments be approved.</p>