

Cherwell District Council

Personnel Committee

Minutes of a meeting of the Personnel Committee held at Bodicote House, Bodicote, Banbury, OX15 4AA, on 7 July 2011 at 6.30 pm

Present: Councillor Victoria Irvine (Chairman)
Councillor Lawrie Stratford (Vice-Chairman)

Councillor Ken Atack
Councillor Norman Bolster
Councillor Russell Hurle
Councillor Mike Kerford-Byrnes
Councillor George Parish
Councillor G A Reynolds
Councillor Rose Stratford
Councillor Lynda Thirzie Smart
Councillor Barry Wood

Substitute Members: Councillor Douglas Williamson (In place of Councillor Alaric Rose)

Apologies for absence: Councillor Alaric Rose

Officers: Sue Smith, Chief Executive
Anne-Marie Scott, Head of People and Improvement
James Doble, Democratic, Scrutiny and Elections Manager

3 Declarations of Interest

There were no declarations of interest.

4 Petitions and Requests to Address the Meeting

There were no petitions or requests to address the meeting.

5 Urgent Business

There was no urgent business.

6 **Minutes**

The minutes of the meetings held on 18 December 2010 and 18 May 2011 were agreed as a correct record and signed by the Chairman.

7 **Review and Implementation of the Joint Senior Management Structure**

The Chief Executive submitted a report which provided the committee with an update on the implementation of the joint shared senior management team structure and in doing so drew the attention of the committee to the report which had been published for Joint Personnel Committee to consider at their meeting on 13 July 2011 setting out the responses to the consultation.

In the course of discussion the committee were clear that any proposed pay structures should stay within the perimeters set within the business case and that proper weight should be given to the market place as it sits today.

Resolved

- (1) That the proposal and timetable as set out within the report be noted.
- (2) That the comments from the Committee as set out above be reported to the Joint Personnel Committee.

8 **Organisational Change Policy**

The Head of People and Improvement submitted a report requesting approval for the new joint policy on Organisational Change to cover all staff employed in both Cherwell District Council and South Northamptonshire Council. It was reported that there had been an amendment to the policy, in that the decision to re-engage anyone who had left through early retirement or voluntary redundancy would be by the Chief Executive and Chairman and Vice-Chairman of the Joint Personnel Committee or Chairman of the Personnel Committees as applicable.

In the course of discussion it was suggested that at a future date the policy should be amended to read that consultation would be entered in to with a view to reaching agreement.

Resolved

- (1) That the Organisational Change Policy (set out in the annex to the minutes, as set out in the minute book) for all staff with immediate effect.
- (2) That at a future date the Joint Personnel Committee be recommended to amend the Organisational Change Policy to read that consultation would be entered in to with a view to reaching agreement.

9 **Car User Policy Update**

The Head of People and Improvement submitted a report to consider the Council's policy in relation to car and mileage allowances. It was noted that following agreement with the unions a flat mileage fee of 60p had been agreed. In place of any usage allowances, for the shared management team it was noted this would be 45p per mile.

Resolved

- (1) That the changes to the Council's car user policy (set out in the annex to the minutes, as set out in the minute book) be approved.

10 **Age Retirement Policy Update**

The Head of People and Improvement submitted a report to consider the Council's policy in relation to age retirement. The committee noted there was no choice but to withdraw this policy due to the change in legislation.

Resolved

- (1) That the Council's age retirement policy be withdrawn.

11 **Employment Statistics Quarter 3 - 2010/11**

The Head of People and Improvement submitted a report detailing employment statistics for Quarter 3 2010/11, by Directorate, for information and monitoring purposes.

Resolved

- (1) That the contents of this report be noted.

12

Employment Statistics Quarter 4 - 2010/11

The Head of People and Improvement submitted a report detailing employment statistics for Quarter 4 2010/11, by Directorate, for information and monitoring purposes.

Resolved

- (1) That the contents of this report be noted.

The meeting ended at 7.25 pm

Chairman:

Date: