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Cherwell

DISTRICT COUNCIL
NORTH OXFORDSHIRE

Committee: Personnel Committee

Date: Thursday 7 April 2022

Time: 3.00 pm

Venue Bodicote House, Bodicote, Banbury, OX15 4AA

Membership

Councillor Jason Slaymaker (Chairman)

Councillor Andrew Beere
Councillor Sandy Dallimore
Councillor Barry Richards
Councillor Katherine Tyson
Councillor Bryn Williams

Councillor Simon Holland (Vice-Chairman)

Councillor Colin Clarke
Councillor Lynn Pratt
Councillor Les Sibley
Councillor Douglas Webb
Councillor Barry Wood

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 5 - 10)

To confirm as a correct record the Minutes of the meeting of the Committee held on 28 February 2022.

6. **Chairman's Announcements**

To receive communications from the Chairman.

7. **Exclusion of the Public and Press**

The following reports contain exempt information as defined in the following paragraphs of Part 1, Schedule 12A of Local Government Act 1972.

1 - Information relating to any individual.

2 – Information which is likely to reveal the identity of any individual

3– Information relating to the financial or business affairs of any particular person (including the authority holding that information).

4 – Information relating to any 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 office 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 the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business, on the grounds that they could involve the likely disclosure of exempt information as defined in paragraphs 1, 2, 3 and 4 of Schedule 12A of that Act.”

8. **Proposed Restructures following budgetary savings proposals** (Pages 11 - 46)

Exempt report of Director of Human Resources

9. **Proposed Restructures following budgetary savings proposals** (Pages 47 - 84)

Exempt report of Interim Assistant Director Housing and Social Care Commissioning

Councillors are requested to collect any post from their pigeon hole in the Members Room at the end of the meeting.

Information about this Meeting

Apologies for Absence

Apologies for absence should be notified to democracy@cherwell-dc.gov.uk or 01295 221534 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.

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.

Evacuation Procedure

When the continuous alarm sounds you must evacuate the building by the nearest available fire exit. Members and visitors should proceed to the car park as directed by Democratic Services staff and await further instructions.

Access to Meetings

If you have any special requirements (such as a large print version of these papers or special access facilities) please contact the officer named below, giving as much notice as possible before the meeting.

Mobile Phones

Please ensure that any device is switched to silent operation or switched off.

Queries Regarding this Agenda

Please contact Natasha Clark / Aaron Hetherington, Democratic and Elections
democracy@cherwell-dc.gov.uk, 01295 221534

Yvonne Rees
Chief Executive

Published on Wednesday 30 March 2022

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Cherwell District Council

Personnel Committee

Minutes of a meeting of the Personnel Committee held at Bodicote House, Bodicote, Banbury, OX15 4AA, on 28 February 2022 at 5.00 pm

Present:

Councillor Jason Slaymaker (Chairman)

Councillor Andrew Beere
Councillor Lynn Pratt
Councillor Barry Richards
Councillor Les Sibley
Councillor Barry Wood

Substitute Members:

Councillor George Reynolds (In place of Councillor Douglas Webb)

Apologies for absence:

Councillor Simon Holland
Councillor Colin Clarke
Councillor Sandy Dallimore
Councillor Katherine Tyson
Councillor Douglas Webb
Councillor Bryn Williams

Officers:

Yvonne Rees, Chief Executive
Shahin Ismail, Interim Monitoring Officer
Michael Furness, Assistant Director of Finance & S151 Officer
Nicola Riley, Assistant Director: Wellbeing (for agenda item 8)
Claire Cox, HR Manager
Natasha Clark, Governance and Elections Manager
Aaron Hetherington, Democratic and Elections Team Leader

18 **Declarations of Interest**

There were no declarations of interests.

19 **Petitions and Requests to Address the Meeting**

There were no petitions or requests to address the meeting.

20 **Urgent Business**

There were no items of urgent business.

21 **Chairman's Announcements**

There were no Chairman's announcements.

22 **Minutes**

The Minutes of the meeting of the Committee held on 9 July 2021 were agreed as a correct record and signed by the Chairman.

23 **Exclusion of the Public and Press**

Resolved

That, in accordance with Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business, on the grounds that they could involve the likely disclosure of exempt information as defined in paragraphs 1, 2, 3 and 4 of Schedule 12A of that Act.

24 **Proposed Restructures following budgetary savings proposals**

The Assistant Director – Wellbeing presented the exempt report of the Director of Human Resources relating to a proposed restructure following budgetary savings proposals.

Resolved

- (1) That the business case be noted.
- (2) That progression to consultation be approved.

25 **Interim arrangement for the decoupling of the partnership between Cherwell District Council (CDC) and Oxfordshire County Council (OCC)**

The Chief Executive submitted an exempt report which sought approval to establish interim structural arrangements for the senior management team in order to ensure effective management arrangements for service areas which are currently shared and to ensure the senior management team can continue to support our local ambitions for our local communities whilst the Council decouples the partnership arrangements with Oxfordshire County Council.

Resolved

- (1) That the interim structural arrangements for the Council be approved.
- (2) That delegation be given to the Chief Executive (Head of Paid Service) to make any final changes to the proposed interim structural arrangements as necessary and as a consequence of the decisions of the Joint Officer Working Group and the Joint Shared Services and Personnel Committee (JSSP) in accordance with their respective approved Terms of Reference in relation to the termination of the s.113 partnership with Oxfordshire County Council.
- (3) That it be noted that regular updates on progress would be provided by the Chief Executive or Chief Operating Officer (interim).

The meeting ended at 6.00 pm

Chairman:

Date:

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of the Local Government Act 1972.

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