



## Summary of the Decisions Taken at the Meeting of Personnel Committee held on 25 June 2025

Agenda Item No.	Agenda Item	Decision
7	<p><b>Workforce Profile Statistics - Quarter 4 of 2024-25</b></p> <p>Report of Assistant Director Human Resources</p> <p><b>Purpose of report</b></p> <p>To provide the Personnel Committee with an update on Cherwell District Council's workforce including measuring staff well-being and to highlight the actions officers are taking to address any issues.</p> <p><b>Recommendations</b></p> <p>The Personnel Committee resolves to:</p> <p>1.1 Review and note the workforce data for quarter 4 of 2024/25 provided in appendix one, devised to provide insight that will enable officers of CDC to address challenges and efficiencies in the workforce more efficiently.</p>	<p><b>Resolved</b></p> <p>(1) That the workforce profile statistics for quarter 4 of 2024/25 (financial year dates) be noted.</p>
8	<p><b>Policy Review Updates</b></p> <p>Report of Assistant Director Human Resources</p> <p><b>Purpose of report</b></p> <p>To seek approval from the Personnel Committee on proposed changes to existing HR policies.</p> <p><b>Recommendations</b></p>	<p><b>Resolved</b></p> <p>(1) That, having given due consideration, the Neonatal Leave and Pay Policy be approved for implementation.</p> <p>(2) That, having given due consideration, subject to the inclusion of provisions for any workplace adjustments or</p>

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	<p>The Personnel Committee resolves:</p> <p>1.1 To review and approve the following policies for adoption:</p> <ul style="list-style-type: none"> <li>a. Neonatal Leave and Pay Policy</li> <li>b. Induction Policy</li> </ul>	<p>accommodations to be agreed with a new starter as part of their induction, the Induction Policy be approved for implementation.</p>