

Cherwell District Council

Personnel Committee

13 June 2023

Policy Updates

Report of Chief Executive

This report is public.

Purpose of report

To seek approval from the Personnel Committee on proposed changes to existing HR policies.

1.0 Recommendations

The meeting is recommended:

- 1.1 Officers recommend the committee reviews and approves the following policies for implementation:
 - Sickness Absence Policy
 - Organisational Change Policy
 - Disciplinary Policy and Procedure
 - Capability Policy
 - Stand-by and on-call Policy
 - Market Supplement Policy
 - Car User Policy

2.0 Introduction

- 2.1 The policies outlined above are part of the rolling programme of policy updates that officers are bringing to Personnel Committee for approval as HR systematically work through and refresh all HR-related policies.
- 2.2 UNISON are also provided with these documents for review and comment. Any feedback received will be shared at the PC ahead of these policies being approved.

3.0 Report Details

- 3.1 The approach officers are taking to review all HR policies is to prioritise those needed to reflect changes in legislation and or work practices.
- 3.2 The aim of the review was to simplify the content where possible, removing any unnecessary information and ultimately making them more user friendly for managers and employees to understand and follow them.
- 3.3 The table in Appendix 1 gives an overview of all the proposed changes for each policy.

4.0 Conclusion and Reasons for Recommendations

- 4.1 Officers have updated the policies attached to this report to reflect current legislation and good practice but also to make them much more user friendly and attractive for existing and potential employees. For these reasons officers recommend the committee approves the revised policies.

5.0 Consultation

- 5.1 Unions are consulted on the policies.

6.0 Alternative Options and Reasons for Rejection

- 6.1 The alternative option would be to continue with the existing policies however officers have rejected this as the policies would not reflect current legislation or the Council's objectives of being an attractive, modern employer.

7.0 Implications

Financial and Resource Implications

- 7.1 In order to mitigate risk it is important that the Council operate with up-to-date policies. The update to these policies are anticipated to be minor and will be managed within existing budgets, as is currently the case.

Comments checked by:

Leanne Lock Strategic Finance Business Partner,

leanne.lock@cherwell-dc.gov.uk, 01295 227098

Legal Implications

- 7.2 This is in accordance with the programme for reviewing policies. There are no legal implications.

Comments checked by:

Shiraz Sheikh, Assistant Director of Law, Governance and Democratic Services and Monitoring Officer, Shiraz.Sheikh@cherwell-dc.gov.uk

Risk Implications

7.3 There are no risk management implications arising directly from this report.

Comments checked by:

Shona Ware, Assistant Director – Customer Focus, 01295 221652

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Equalities and Inclusion Implications

7.4 There are no EDI implications arising from this report. Officers have considered EDI implications in suggesting changes to the policies to ensure the council meets its statutory responsibilities under the Equality Act and the commitments in its equalities framework 'Including Everyone'. The policies also allow for some flex so they can be adapted to suit the situation and specific circumstances. Furthermore, the policies are regularly reviewed and updated to ensure they remain fit for purpose so any future EDI implications can be captured and mitigated against.

Comments checked by:

Shona Ware, Assistant Director – Customer Focus, 01295 221652

shona.ware@cherwell-dc.gov.uk

Sustainability Implications

7.5 There are no sustainability implications arising directly from this report Comments checked by:

Jo Miskin, Climate Action Manager, 01295 221748, jo.miskin@cherwell-dc.gov.uk

8.0 Decision Information

Key Decision N/A

Financial Threshold Met: N/A

Community Impact Threshold Met: N/A

Wards Affected

N/A

Links to Corporate Plan and Policy Framework

N/A

Lead Councillor

N/A

Document Information

Appendix number and title

- Appendix 1 – Outline of changes to each policy
- Appendix 2 - Sickness Absence Policy
- Appendix 3 - Organisational Change Policy
- Appendix 4 - Disciplinary Policy and Procedure
- Appendix 5 - Capability Policy
- Appendix 6 - Stand-by and on-call Policy
- Appendix 7 - Market Supplement Policy
- Appendix 8 - Car User Policy

Background papers

None

Report Author and contact details

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