

MINUTES OF THE MEETING General Purposes Committee HELD ON Thursday, 9th October, 2025, 7.00 - 7.26 pm

PRESENT:

Councillors: Cressida Johnson (Chair), Carroll (Vice-Chair), Dawn Barnes and Ibrahim Ali

ALSO ATTENDING:

Dan Paul - Chief People Officer, Tanya Patchett - Head of Employee Relations, BP & Reward, Chris Liasi – Principle Committee Co-ordinator, Jahed Rahman - Director of Housing, Ellen Matheson-Harley - Principal Lawyer.

46. FILMING AT MEETINGS

The Chair referred to the filming at meetings notice, and attendees noted this information.

RESOLVED:

That the filming procedure was noted.

47. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Paton and Haydee Nunes De Souza.

48. URGENT BUSINESS

There was none.

49. DECLARATIONS OF INTEREST

There were none.

50. DEPUTATIONS/PETITIONS/QUESTIONS

There were none.

51. MINUTES

The minutes of the previous meeting, 1 July 2025, were discussed.

RESOLVED:

The minutes of the previous meeting, 1 July 2025, were agreed as a true and accurate record of proceedings.

52. PEOPLE REPORT

The Chief People Officer introduced the report.

The People Report showed a slight increase in permanent staff and a significant drop in agency and off-payroll workers, leading to reduced staffing costs. Sickness absence improved, with fewer days lost and lower related expenses. Apprenticeship levels stayed stable, with growth in Adults, Housing and Health due to restructuring. Overall, the Council made progress in workforce stability, cost efficiency, and employee retention.

RESOLVED:

That the Committee:

1. Noted the report.

53. HR POLICIES

The Head of Employment Relations introduced the report.

HR updated several policies to improve clarity, legal compliance, and consistency. Key changes included revisions to the Code of Conduct, Conflict of Interest, and Menopause at Work policies. Updates addressed conduct expectations, working abroad, reporting concerns, and support for menopause-related issues. Additional policies were planned for review by April 2026.

RESOLVED:

That the Committee:

- i) The Committee considered and approved the changes to the Code of Conduct Policy, Conflict of Interest Policy and the Menopause at Work Policy and Guidance.
- ii) The Committee approved the change to the organisational change policy as detailed at section 6.6.
- iii) The Committee approved the change to the disciplinary policy as detailed at section 6.7.
- iv) Noted the remaining HR policies to be presented to this Committee throughout the rest of this municipal year ending April 2026.

54. MINUTES OF OTHER BODIES

RESOLVED:

The meeting of the Appointments Panel held on 22 July 2025 was noted.

55. NEW ITEMS OF URGENT BUSINESS

There were none.

56. EXCLUSION OF PRESS AND PUBLIC

That the press and public be excluded from the remainder of the meeting as item 12 contains exempt information as defined under paragraph 1, Part 1, Schedule 12A of the Local Government Act 1972: Information relating to an individual.

57. HOUSING REPAIRS DISPUTE - COLLECTIVE AGREEMENT

The Committee considered the exempt information.

RESOLVED:

The Committee approved the exempt recommendations.

58. EXEMPT MINUTES OF OTHER BODIES

The exempt minutes of other bodies were discussed.

RESOLVED:

The exempt minutes of other bodies were noted

59. DATE OF NEXT MEETING

The date of the next meeting was noted as 22nd January 2026.

CHAIR: Councillor Cressida Johnson

Signed by Chair

Date