

## Record of Delegated Non Executive Decisions by Officers

### 1. Subject of decision

#### **Delegation Reference (Refer to Meeting Minute Number or Officer Delegation Scheme):**

This decision is being made under the officer delegation scheme-GD6 and GD20

- (a) A specific express authorisation (provide the date, report and decision of Council, Committee or Sub-Committee etc which delegated this to the specific officer(s))
- (b) a general authorisation to take such decisions **and**, the effect of the decision is to:
- (i) grant a permission or license;
  - (ii) affect the rights of an individual; or
  - (iii) **award a contract or incur expenditure which, in either case, materially affects the Authority's financial position.**

### 2. Name and Title of Decision Maker

Jon Ritchie-Director of Resources in consultation with Peter Mennell-Director of Housing and Property Services

### 3. Details of any Conflict of Interest and any Dispensation granted in respect of such Interest

None

### **Market Supplements**

Some colleagues have been in receipt of market supplements in areas where there are recruitment and retention issues, and it can be justified that market rates are more than the salary for the role.

Historically, the areas where market supplements have been paid is Children's and Adults and more recently for Trades colleagues in the Housing Directorate.

Market supplements are paid to all colleagues as a set amount, paid equally over 12 months.

A collective grievance (from 32 individuals) has been submitted by Unite on behalf of colleagues in our Housing Directorate with regards to overtime not being paid at the market supplement rate.

The policy on market supplements is unclear and has not been applied consistently.

Also, whilst reviewing this issue we have realised that whilst the policy states that there will be cost of living applied to market supplements, this has not happened.

Legal advice has been taken on this issue and as there are risks due to lack of clarity and our position on both overtime and cost of living, a claim could be progressed.

The costs for back pay linked to these issues are small with a total cost of approximately £42,844 to cover both issues.

### **4. Alternative options considered**

Not settling this collective grievance or any subsequent claims arising from this could result additional cost to the Authority.

### **Decision(s)**

To approve the payment of back pay linked to overtime and the pay award on Market Supplements

**5. Reasons for the Decision(s)**

This payment decision will resolve a grievance and avoid any further action against the Authority.

**8. Date Decision Made**

21/09/24

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*To be completed by Democratic Services*

**9. Date Of Publication**

25/09/24

**Report is not for publication under Paragraph 3 of Schedule 12A of the Local Government Act 1972.**