

Record of Delegated Non-Executive Decisions by Officers

1. Subject of decision

Review of alternative working arrangement compensation in Adult Services.

Delegation Reference

The Director of Adult Services has a general delegation under the Authority's Officer Delegation Scheme, namely, GD20 which enables her:

"To appoint (below the level of Assistant Chief Executive/Director of Service), dismiss and deploy staff and deal with other employment matters in accordance with human resources policy, procedure and guidelines, subject to their actions being within their approved budget."

GD20 enables the Director of Adult Services to revise and agree the alternative working compensatory enhancements paid to the relevant employees in her Directorate following appropriate consultation.

This decision has been delegated to one or more officer(s) under:

(a) A specific express authorization (provide the date, report and decision of Council, Committee or Sub-Committee etc. which delegated this to the specific officer(s))

(b) a general authorization 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

Eleanor Binks, Director of Adult Social Care

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

None

4. Executive summary

The Authority has reviewed the alternative working compensatory enhancements paid to employees in the Adult Services Directorate previously in accordance with the agreement reached between the Authority and Trades Unions in August 2013.

The purpose of the report is to seek approval to implement the revised local arrangement in relation to percentage increased for the alternative working compensatory arrangements.

5. Alternative options considered.

The following decision option is available for consideration by the Director of Adult Services:

Option 1

To agree the recommendation set out in paragraph 1.2 of this report.

Option 2

Not to agree with the recommendation set out in paragraph 1.2 of this report.

6. Decision(s)

Option 1

To agree the recommendation set out in paragraph 1.2 of this report.

7. Reasons for the Decision(s)

To maintain services and protect current staffing numbers and assist with recruitment and retention of staff.

8. Date Decision Made

13th November 2023

To be completed by Democratic Services

9. Date of Publication*

15th November 2023

***The report and appendices are not for publication under Paragraphs 3 and 4 of Schedule 12A of the Local Government Act 1972.**