

## Record of Officer's Decision

### The Openness of Local Government Bodies Regulations 2014 and the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012

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| <b>Date of Decision:</b>  | 20 <sup>th</sup> March 2023   |
| <b>Decision Maker (Officer):</b>  | Anastasia Simpson, Assistant Director (Partnerships)  |
| <b>Authority for Delegated Decision (Cabinet/Committee Decision or Scheme of Delegation – provide reference):</b> | Part 3, Schedule 2 – Responsibility for Council (Non-Executive Functions) - Paragraph 8 (Part 3.6).   |
| <b>Identify which Portfolio Holder(s)/Committee Chairman consulted?</b>   | Cllr. Jayne Chapman BEM, Chair of the HR and Council Tax Committee  |
| <b>Ward Member(s) consulted?</b>  | Not Applicable  |
| <b>Is it a Key Decision?</b>  | Not Applicable as this decision relates to a Non-Executive Function.  |
| <b>Is it subject to call-in?</b>  | Not Applicable as this decision relates to a Non-Executive Function.  |
| <b>Decision Made:</b>   | To pay the consultant in relation to their work on Human Resources matters.<br><br>HR Work – 90.5 Hours at £50 = £4,525   |
| <b>Reason for Decision (if a report was produced to support the Decision, refer to or attach it):</b>             | The consultancy work includes the Corporate Restructure (hours and areas detailed below) which in turn includes the Job design and Job Evaluation processes. Total = 90.5 hours at £50 = £4,525 |
| <b>Highlight any associated risks/finance/legal/equality considerations:</b>                                      | Expenditure is within existing budgets.   |
| <b>Details of any Alternative Options Considered and</b>  | Having undertaken a value for money exercise, costs show the average hourly rate for a Senior HR  |

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| <p>rejected (together with reasons):</p>  | <p>Associate would be £89 per hour. Therefore, the Consultant engaged to complete this work demonstrates value for money for the organisation at a reduced rate of £50 per hour. The Consultant appointed is also familiar with the structure of the Authority and is an expert in the Job Evaluation process.</p>  |   |  |  |  |  |  |  |   |  |  |  |  |  |   |  |  |  |   |  |  |   |  |
| <p>Details of any declarations of interest (by Portfolio Holder/Committee Chairman who was consulted by the officer, which related to the decision)</p> <p>If relevant, a note of the dispensation granted by the Monitoring Officer:</p>   | <p>Not Applicable</p>   |   |  |  |  |  |  |  |   |  |  |  |  |  |   |  |  |  |   |  |  |   |  |
| <p>Reason Decision, or supporting Report, is not published:</p> <p><i>Tick one or more of the specific exemptions,</i></p> <p><b><u>and</u></b></p> <p><i>Give more information in the final box with regards to why the exemption applies and outweighs the public interest test (which is in favour of disclosure).</i></p> | <table border="1"> <tr> <td data-bbox="584 880 632 954">x</td> <td data-bbox="632 880 1382 954">Not applicable – Decision [and report] to be published</td> </tr> <tr> <td colspan="2" data-bbox="584 954 1382 1030"><b>If Report is not to be published – tick one of the following boxes:</b></td> </tr> <tr> <td data-bbox="584 1030 632 1106"></td> <td data-bbox="632 1030 1382 1106">The report supporting the Decision contains confidential information</td> </tr> <tr> <td data-bbox="584 1106 632 1218"></td> <td data-bbox="632 1106 1382 1218">The Report supporting the Decision falls within an exemption pursuant to Schedule 12A of the Local Government Act 1972 Information:</td> </tr> <tr> <td data-bbox="584 1218 632 1256"></td> <td data-bbox="632 1218 1382 1256"> <ul style="list-style-type: none"> <li>• Relates to an individual</li> </ul> </td> </tr> <tr> <td data-bbox="584 1256 632 1294"></td> <td data-bbox="632 1256 1382 1294"> <ul style="list-style-type: none"> <li>• Likely to reveal the identity of an individual</li> </ul> </td> </tr> <tr> <td data-bbox="584 1294 632 1406"></td> <td data-bbox="632 1294 1382 1406"> <ul style="list-style-type: none"> <li>• Relating to financial or business affairs of a person or organisation</li> </ul> </td> </tr> <tr> <td data-bbox="584 1406 632 1525"></td> <td data-bbox="632 1406 1382 1525"> <ul style="list-style-type: none"> <li>• Relates to a claim for legal professional privilege in legal proceedings</li> </ul> </td> </tr> <tr> <td data-bbox="584 1525 632 1742"></td> <td data-bbox="632 1525 1382 1742"> <ul style="list-style-type: none"> <li>• Reveals that the Council proposes to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or to make an order or direction under any enactment</li> </ul> </td> </tr> <tr> <td data-bbox="584 1742 632 1899"></td> <td data-bbox="632 1742 1382 1899"> <ul style="list-style-type: none"> <li>• Relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime</li> </ul> </td> </tr> <tr> <td colspan="2" data-bbox="584 1899 1382 2049"> <p><u>And</u> is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information</p> </td> </tr> </table> | x | Not applicable – Decision [and report] to be published | <b>If Report is not to be published – tick one of the following boxes:</b> |  |  | The report supporting the Decision contains confidential information |  | The Report supporting the Decision falls within an exemption pursuant to Schedule 12A of the Local Government Act 1972 Information: |  | <ul style="list-style-type: none"> <li>• Relates to an individual</li> </ul> |  | <ul style="list-style-type: none"> <li>• Likely to reveal the identity of an individual</li> </ul> |  | <ul style="list-style-type: none"> <li>• Relating to financial or business affairs of a person or organisation</li> </ul> |  | <ul style="list-style-type: none"> <li>• Relates to a claim for legal professional privilege in legal proceedings</li> </ul> |  | <ul style="list-style-type: none"> <li>• Reveals that the Council proposes to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or to make an order or direction under any enactment</li> </ul> |  | <ul style="list-style-type: none"> <li>• Relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime</li> </ul> | <p><u>And</u> is exempt if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information</p> |  |
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|  | Reasons: <span style="color: red;">[insert]</span> |
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**Officer**

Signed: *Anastasia Supsa*

Title: Assistant Director, Partnerships

Date: 20<sup>th</sup> March 2023