



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

Date of Decision:	4 June 2024
Decision Maker (Officer):	Lee Heley, Corporate Director, Place and Economy with Carol Magnus, Organisational Development Manager
Authority for Delegated Decision (Cabinet/Committee Decision or Scheme of Delegation – provide reference):	<p>Part 3, Schedule 3 – Responsibility for Executive Functions delegated to Officers paragraph 4.3 (1) – the Corporate Director has delegated authority to discharge executive functions within their respective service areas (Part 3.38). All delegations are subject to consultation where considered appropriate in the circumstances (paragraph 4.3 (4(ii) – Part 3.39).</p> <p>The Assistant Director (Partnerships) has delegated operational matters relating to the Organisational Development to the O D Manager.</p> <p>Exemption from procurement rules is delegated to the head of department in consultation with the CFO and Finance and Governance Portfolio Holder.</p>
Identify which Portfolio Holder(s)/Committee Chairman consulted?	
Ward Member(s) consulted?	N/A
Is it a Key Decision?	No
Is it subject to call-in?	No
Decision Made:	<ol style="list-style-type: none"> 1) To agree an exemption from the Council's procurement rules. 2) To appoint the Myers Briggs Company to deliver development training (including MBTI assessments) for the senior management team of the Economic growth, Culture and Leisure directorate. The brief and decision to appoint

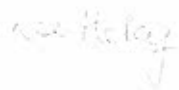
	<p>has been made jointly with the Corporate Director (Place and Economy).</p> <p>This is a follow on appointment for two further sessions (one with the Sport and Leisure Team and a second with the combined Economic Growth, Regeneration and ECC Localities Teams) to develop the wider teams, strengthen working methodologies in preparation for implementation of numerous high profile projects as part of funding received as part of the government's Levelling Up agenda and the implementation of the new Sport and Leisure Strategy.</p>
<p>Reason for Decision (if a report was produced to support the Decision, refer to or attach it):</p>	<p>Myers Briggs Company is an established market leader for the work the team requires and a reduced rate has been negotiated.</p> <p>Myers Briggs Company has already successfully delivered one set of development for the managers of the directorate and the follow up sessions will build upon this. Using the same provider will bring about a consistency of approach (the same facilitator will be used for the additional sessions as for the original booking) and the benefit that the facilitator has built a good understanding of the teams' needs and the challenges being faced. In addition, managers have established trust in this facilitator to meet their requirements.</p> <p>The expected costs for the additional two sessions will be £10,000 bringing the total spend with Myers Briggs Company to £16,000 across two financial years. A carry forward of £40,000 has been requested for the staff development budget for high quality, essential management and team development work. This money will be used to fund this activity. If the requested carry forward is subsequently not approved then the costs above will be met from existing budgets from within the wider directorate.</p> <p>The costs for the ECC Localities Team will be met by ECC.</p>
<p>Highlight any associated risks/finance/legal/equality considerations:</p>	<p>Whereas an alternative quote could be obtained for the work as a whole, it is not possible to obtain an alternative quote that will dovetail efficiently and effectively with the work that has already taken place in collaboration with Myers Briggs Company. Use of an alternative provider at this stage would, in effect, result in going back to the beginning.</p>

	<p>Research for the initial contract considered alternative providers. Market charges for development activities range upwards from £1000 for 'off the shelf training' to £5,000+ per day or part thereof for bespoke delivery plus development fees, materials and travel and subsistence costs. Prices have risen sharply over the past four years due to inflation and increased demand within the market.</p> <p>In this instance a reduced fee has been negotiated from the established market leaders and 'owners' of the MBTI profile methodology to provide indepth specialist support for this team.</p>												
<p>Details of any Alternative Options Considered and rejected (together with reasons):</p>	<p>Previously the use of two alternative consultative firms was explored but the psychological profiling techniques were not considered to be as appropriate for the needs of the team at this time.</p> <p>Alternative quotes for the follow on work could be obtained but the introduction of an alternative provider for these final two discrete pieces of work is unlikely to result in a significant cost saving and could be counter-productive when considering Officer time required to brief and contract with them. There would be a need to establish trust and confidence with the relevant managers and teams whereas this has already been established with Myers Briggs Company and the appointed facilitator.</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>N/A</p>												
<p>Reason Decision, or supporting Report, is not published:</p> <p><i>Tick one or more of the specific exemptions,</i></p> <p><u>and</u></p>	<table border="1"> <tr> <td data-bbox="574 1637 638 1680">X</td> <td data-bbox="638 1637 1388 1680">Not applicable – Decision to be published</td> </tr> <tr> <td colspan="2" data-bbox="574 1680 1388 1747">If Report is not to be published – tick one of the following boxes:</td> </tr> <tr> <td data-bbox="574 1747 638 1825"></td> <td data-bbox="638 1747 1388 1825">The report supporting the Decision contains confidential information</td> </tr> <tr> <td data-bbox="574 1825 638 1937"></td> <td data-bbox="638 1825 1388 1937">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="574 1937 638 1982"></td> <td data-bbox="638 1937 1388 1982"> <ul style="list-style-type: none"> • Relates to an individual </td> </tr> <tr> <td data-bbox="574 1982 638 2016"></td> <td data-bbox="638 1982 1388 2016"> <ul style="list-style-type: none"> • Likely to reveal the identity of an individual </td> </tr> </table>	X	Not applicable – Decision to be published	If Report is not to be published – tick one of the following boxes:			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"> • Relates to an individual 		<ul style="list-style-type: none"> • Likely to reveal the identity of an individual
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<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>	<ul style="list-style-type: none"> • Relating to financial or business affairs of a person or organisation – TDC expenditure is below level required for publication.
	<ul style="list-style-type: none"> • Relates to a claim for legal professional privilege in legal proceedings
	<ul style="list-style-type: none"> • 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
	<ul style="list-style-type: none"> • Relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime
	<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> <p>Reasons: [insert]</p>

Officers

Signed:



Title: Corporate Director Place and Economy.

In consultation with:

Signed:



Portfolio Holder For Finance and Governance

Signed:

Section 151

Dated: