

## Senior Officer Decision



**Consultative meeting: Personnel**

**Consultative meeting date 19 May 2022**

### Exempt from publication

No

### Title:

#### Links to consultative meeting(s):

[Personnel Committee on Thursday, 19th May, 2022, 2.00 pm - East Devon](#)

#### Recommendation:

**RECOMMENDED to Senior Officer for approval** that the new Worksmart Policy and the minor amendments to the Flexible Working Requests and Travel policies be agreed (minute 44)

#### Recommendation to Senior Officer to approve:

1. the proposed variations to the pay and grading structure, and agree for the Head of Paid Service, subject to completion and consideration of the equalities impact assessment, to progress the detailed design, consultation and, if agreed through consultation, to implement the proposals and to review and amend relevant policies as appropriate;
2. that Price Waterhouse Cooper undertake the equality impact assessment (cost to be funded from existing salary budget). (minute 47)

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#### Authority

Decision of Council on 26<sup>th</sup> July 2021 to delegate decision making to officers until 23.59 17<sup>th</sup> January 2022 ([Minutes 26th July 2021 Council Meeting](#)). Senior Officer Decision of 10<sup>th</sup> December to extend the arrangements until 23.59 on 10<sup>th</sup> May 2022 ([Senior Officer Decision Record 10th December 2021](#)). Senior Officer Decision of 4<sup>th</sup> May 2022 to extend the arrangements until 23.59 on 31<sup>st</sup> October 2022 ([Senior Officer Decision Record 4th May 2021](#)).

## Officer Decision

### Consultations:

I was present at / have watched the recording of the consultative meeting which considered this item

Yes  No

Detail any other consultations carried out:

N/A

### Other considerations:

Do the legal and finance comments and equalities impact, climate change and risk assessments as detailed in the officer report remain the same.

Yes  No

If no, provide the updated assessment below;

### Legal Implications

*A member of the legal team must provide comments.*

### Financial Implications

*A member of the finance team must provide comments.*

### Equalities impact Choose an impact level

If choosing High or Medium level outline the equality considerations here, which should include any particular adverse impact on people with protected characteristics and actions to mitigate these. Link to an equalities impact assessment form using the [equalities form template](#).

### Climate change Choose an impact level

**Risk:** Choose a risk level; Click here to enter text on risk considerations relating to your report.

**Decision:**

To agree the recommendations of the Personnel Committee.

**Reasons for decision:**

To enable matters to progress.

Signed



Dated 26 May 2022

Senior Officer job title and name:

Mark Williams

Chief Executive

**For Democratic Services use.**

Website publication Date: