

BOLSOVER / NORTH EAST DERBYSHIRE DISTRICT COUNCIL

RECORD OF DECISION TAKEN BY THE Joint Chief Executive

3 May 2016

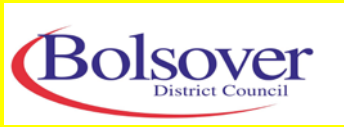
Engagement of a Consultant to undertake an Independent Review of the Job Evaluation Exercise and current appeals within the Joint Environmental Health Service

Authority for decision	Decision	Reasons	Alternative options considered and rejected	Conflicts of interest and any dispensation
<p>From the Council's Delegation Scheme in the Constitution:</p> <p>9.1 To exercise within approved budgets all matters of day to day administration and operational management of the services and functions for which they are responsible.</p> <p>9.16 To commission goods, services and works within approved budgets.</p> <p>10.25 Delegated to the Chief Executive Officer: (i) To determine all staffing matters.</p>	<p>The appointment of an external consultant (Gauge Job Evaluation Specialist) to undertake an external review of the Environmental Health Job Evaluation process and outstanding appeals.</p> <p>The consultant charges £500 per day for JE services and it is anticipated that 5-7 days will be required to review what has happened to date, review the second stage appeals, and produce a final report for the Chief Executive.</p> <p>The cost will be met from</p>	<p>The Environmental Health service has been jointly operated since 2012. As part of joining of the service all jobs were re-evaluated resulting in some significant salary variations.</p> <p>The original results were appealed, as a result of which some changes were made. A further appeal has been raised against the outcome, and Officers have come to the view that the only way of securing an uncontested outcome is to commission an independent review from outside the</p>	<p>The option to re-look at the appeals a second time internally is not deemed appropriate given that the limited specialist resource available to the Council would require the same individuals to be involved who undertook some of the original reviews. An internal exercise could not therefore meet the requirement of independence.</p>	<p>None.</p>

4.8.4. Exemptions from the requirement to tender contracts: - (d) in the Council's Procurement Rules in that the services are required so urgently as to preclude the invitation of tenders.	approved Environmental Health budgets.	<p>Council.</p> <p>Suitable specialist skills in the Gauge Job Evaluation system are available at Barnsley MBC who are prepared to undertake the work involved at a cost of £500 per day. Officers consider this represents good value for money.</p> <p>The outcome of this external review will be final, which both sides have accepted.</p> <p>Officers are of the view that it is not appropriate to seek competitive tenders in this instance.</p>		
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Please complete the following where relevant:

Key Decision?	Confidential/ Exempt (if yes, please state paragraph)?	Do General Exception or Special Urgency Rules apply to this decision?	Consultation has taken place with the Section 151 & Monitoring Officer?	The Leader, Deputy Leader or relevant Portfolio Member have been consulted?
Yes/No	Yes/No (Paragraph *)	Yes/No	Yes/No	Yes/No



Authorising Signature:

Job title: Chief Executive

To be completed by PA to Director of Transformation:

Unique Reference Number: NEDDC DD/062/16/SS...
BDC DD/070/16/SS...

Date decision may be implemented following call in (if necessary):

Circulation to:

Councillors
Chief Executive
Monitoring Officer
Section 151 Officer
Scrutiny Officer
Internal Audit