

**OFFICER DELEGATION SCHEME
RECORD OF OPERATIONAL DECISION**



TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES

Date: 14 th April 2020	Ref No: LR043
Type of Operational Decision:	
Executive Decision <input checked="" type="checkbox"/>	Council Decision <input type="checkbox"/>
Status:	
Title/Subject matter: Payment of annual subscription fees: North West Employers	
Budget/Strategy/Policy/Compliance – Is the decision:	
(i) within an Approved Budget	Yes
(ii) in accordance with Council Policy	Yes
Equality Impact Assessment [Does this decision change policy, procedure or working practice or negatively impact on a group of people? If yes – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]	No

Details of Operational Decision Taken [with reasons]:

Bury Council, along with 41 other Local Authorities (including all of GM Authorities) is currently a member of North West Employers and has been so for over 20 years. The organisation provides a range of employment services, including training and development programmes, executive coaching, research and innovation, senior leader and Elected Member Development initiatives and spokesperson for the North of England with regards to issues of a National matter, such as pay negotiations.


North West Employers are engaged via an annual subscription, which this year is £16,660.96 and payment for the year 2020/21 is now due.

Over recent months, conversations have taken place with North West Employers at a senior level in an attempt to understand in greater detail the level and quality of provision of services provided to the Council, in an attempt to ensure that we receive value for our money.

Before the pandemic crisis, it had been agreed that NW Employers would deliver a significant piece of work to develop the Council’s Executive Team, as part of a wider organisational development exercise. It was also agreed that they would provide support in relation to a review and refresh of the Council’s suite of HR Policies and Procedures.

This work has not yet taken place due to current events, although it will still go ahead at an appropriate time later in the year.

As such, it is proposed that the Council continue to engage the services of NW Employers for 2020/21. However, they have been advised that due to the on-going scarcity of resources and the need to ensure value for money, any commitment to engage services beyond this year will be subject to scrutiny of the quality of services provided, including evaluation of the planned interventions.

Decision taken by:	Signature:	Date:
Executive Director or Chief/Senior Officer		14.04.20
Members Consulted [see note 1 below]		
Cabinet Member/Chair		
Lead Member		
Opposition Spokesperson		

Notes

1. It is not generally a requirement to consult with any Members on Operational Decisions but where a Chief Officer considers it necessary to consult with the appropriate Cabinet Member and/or Lead Member, they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained to confirm that he/she has been consulted.
2. **This form must not be used for urgent decisions.**

