

Individual Member Decision Record



This form records an officer decision and is published in accordance with the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 and the Openness of Local Government Bodies Regulations 2014.

Decision Maker:	Councillor Mark Crane, Leader of the Council
Lead Officer:	Janet Waggott, Chief Executive/Stuart Robinson, Head of Business Development and Improvement
Title of Decision:	Covid-19 Emergency – Human Resources Service Level Agreement - part of the Better Together collaboration agreement with NYCC
Ward(s) Affected:	All
Type of Decision:	<input checked="" type="checkbox"/> Key decision <input type="checkbox"/> Non key decision discharging (or connected to the discharge of) an Executive function <input type="checkbox"/> Specific delegation from Council or Committee <input type="checkbox"/> Grant of permission/licence <input type="checkbox"/> Affecting the rights of an individual <input type="checkbox"/> Awarding a contract or incurring expenditure which materially affects the financial position of the Council <input checked="" type="checkbox"/> Decision under urgency
Details of decision:	<p>RESOLVED:</p> <p>That as the matter is urgent, due to putting in place arrangements for Covid-19, the Leader agrees that the Council urgently adds the provision of Human Resources services between NYCC and SDC to the existing Better Together Collaboration Service Level Agreement with NYCC. The addition of the Human Resources Specification to take effect from 1 April for a period of 3 years, and authority be delegated to the Chief Executive in consultation with the Section 151 Officer to agree the detailed terms of the Specification.</p>
Reason for decision:	The decision was due to be taken following the 6-month pilot which has been undertaken successfully.
Alternative	We have considered alternative service delivery arrangements for the

options considered and rejected:	<p>Human Resource function in Selby District council. The Service Level Agreement with NYCC has been piloted for 6 months and has been undertaken satisfactorily. The activity has previously been delivered in house and alternatives have been benchmarked.</p>
Member Interests: (Name of any Member who has declared a conflict of interest in relation to the decision and details of any dispensation granted by the Monitoring Officer if appropriate)	<p>None. This decision has been by the Leader taken under urgency powers.</p> <p>Previously, Members of the Executive who are elected representatives for both SDC and North Yorkshire County Council have been given a dispensation in relation to the collaboration agreement with NYCC.</p>
Legal, Financial or other implications:	<p>The cost of the service will be £60k p.a. with effect from 1 April 2020. The SLA sum will be subject to an annual inflationary uplift equivalent to the NJC pay award from April 2021. There is budgetary provision to cover this. Work outside of the standard Human Resources Specification within the Better Together SLA will be subject to separate quotation/charges which will be agreed on a case by case basis.</p> <p>It has been agreed by the Chair of Scrutiny Committee that the decision is required urgently as a result of the cancellation of face to face meetings during the Covid-19 lockdown, and that the Chief Executive is satisfied that the decision is reasonable and urgent.</p> <p>Agreement of the Chair of Policy Review Committee is not required as the decision is within the Budget and Policy Framework.</p>
Background papers:	<p>EXEMPT</p>
Contact details for further information:	<p>Janet Waggott, Chief Executive jwaggott@selby.gov.uk</p>
Signed:	<p><i>Signature Redacted</i></p> <p>Councillor Mark Crane, Leader of the Council</p>
Date of Decision:	<p>30 April 2020</p>