

Decision under Delegated Powers

Officer Making the Decision

Head of Strategic Support

Recommendation

That fixed term contract for the Trade Union Capacity Development Officer (M041) be further extended until 31 March 2014, at 13.5 hours per week and at grade PO1.

Reason

To ensure that sufficient resources continue to exist to develop and support trade union input to the development of Council HR policies and organisational issues.

Authority for Decision

Authority to make changes to the establishment, within budget and without major service or policy implications, is delegated to the Chief Executive (item 6 on page 3-25 of the Constitution). This has been further sub-delegated by the Chief Executive to Heads of Service in certain circumstances (DD ref 28 11/12). These proposals fall within the limit of authority of the relevant Head of Service.

Decision and Date

Approved:

Background

The fixed-term contract was renewed for a further 3 years with effect from 23 April 2010 (DD ref 39 10/11). The current arrangements therefore come to an end on 22 April 2013.

It is considered that the post is still required, and the current post holder has confirmed their wish to remain in the position until the end of the 2013/14 financial year.

It is therefore proposed to further extend the fixed term appointment of the current post holder until 31 March 2014.

For clarification, as the post holder has been in the fixed term contract for over 4 years, he could if he so wished apply to be made a permanent employee, although he has not done so. However, he does now have the same rights as a permanent employee in respect of redundancy arrangements and other relevant employment rights.

Comments from HR

HR Advisor: Caroline Fairchild

Summary of Comments from HR: Happy with the recommendation.

HR seen recommendations (both draft and final, if amended): Yes.

Financial Implications

The cost of this post is £14,800 and the budget is included within the salary budget A020 for 2013-14.

Note – 15 hours are available within the budget, with the balance being used to fund time spent by other officers on trade union duties.

Risk Management

There are no risks associated with this decision.

Key Decision: No

Background Papers: Fixed Term Contracts – Guidance for Managers