

RECORD OF EXECUTIVE DECISION

Monday, 2 August 2010

Decision No: (CAB 09/10 3932)

DECISION-MAKER:	CABINET
PORTFOLIO AREA:	CABINET MEMBER FOR RESOURCES AND WORKFORCE PLANNING
SUBJECT:	WORKFORCE AND OTHER RELATED ISSUES
AUTHOR:	Mark Heath, Solicitor to the Council

THE DECISION

- (i) That the Chief Executive (Head of Paid Service) be given delegated authority, following consultation with the Solicitor to the Council (Monitoring Officer), Executive Director of Resources (Chief Financial Officer) and the Cabinet Member for Resources and Workforce Planning to take any action necessary (including defend, settle or in any other way take action) in relation to any Equal Pay Claims or other linked or associated matters currently made or in future made against the Council.
- (ii) That the Chief Executive (Head of Paid Service), Solicitor to the Council (Monitoring Officer), Executive Director of Resources (Chief Financial Officer) and Head of Organisational Development be given delegated authority to take any further action necessary to give effect to the content of this report; and
- (iii) To approve an amount of up to £200,000 to fund further legal and other associated costs of defending the Equal Pay Claims, to be met from the Organisational Development Reserve.

REASONS FOR THE DECISION

It is appropriate, given the size and nature of the equal pay litigation that Members are formally updated as to progress in relation to this matter and further that the future direction, management and strategy behind the Council's management of this litigation is clearly understood and appropriately authorised.

DETAILS OF ANY ALTERNATIVE OPTIONS

In relation to the litigation, the approach set out in this report is considered the only pragmatic approach, as the alternative would be that every claim is considered and individual decisions are determined by Members, and given the nature and size of the litigation, this is considered the appropriate approach and, therefore, whilst there

are alternative options, they are not considered practicable.

OTHER RELEVANT MATTERS CONCERNING THE DECISION

None.

CONFLICTS OF INTEREST

None.

CONFIRMED AS A TRUE RECORD

We certify that the decision this document records was made in accordance with the Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000 and is a true and accurate record of that decision.

Date:

Decision Maker:
The Cabinet

Proper Officer:
Judy Cordell

SCRUTINY

Note: This decision will come in to force at the expiry of 5 working days from the date of publication subject to any review under the Council's Scrutiny "Call-In" provisions.

Call-In Period expires on

Date of Call-in *(if applicable) (this suspends implementation)*

Call-in Procedure completed *(if applicable)*

Call-in heard by *(if applicable)*

Results of Call-in *(if applicable)*