

Summary Delegated Powers Report (redacted)

TITLE	Re-grading of 1 post within the library service
DATE OF DECISION	15 th July 2015
DECISION TAKER	Director of Family Services
SUMMARY OF DECISION	<p>1. Relevant previous decisions</p> <ul style="list-style-type: none"> • People changes for the library service (DPR – April 2013) <p>2. Background</p> <ul style="list-style-type: none"> • The post concerned was previously graded at SCP 18-21. Following a re-evaluation request from the two postholders the role profile has been reviewed to more clearly reflect aspects and responsibilities of the post. • Changes have been made to reflect the high degree of responsibility for safeguarding in respect of visits to vulnerable clients in their own homes, and to ensure compliance with current Safeguarding Procedures. Changes also reflect the requirement of the post to adopt a more customer focused approach. • The post has been re-titled and re-graded at SCP 20-23 and is consistent with similar frontline posts. <p>3. Resource Implications</p> <ul style="list-style-type: none"> • There are two full time post-holders and the additional cost of this revised grading totals £2984 including on costs. Funding for these minor salary increases can be accommodated within the existing library service budget. <p>4. Risks</p> <p>Failure to make the proposed changes may lead to a significant reduction in staff morale. Both posts are essential for the effective operation of the Home & Mobile Library service. Previous evaluations had failed to pay adequate regard to some key aspects of the roles.</p>
SELF-ASSURANCE COMPLETE AND STATEMENT PROVIDED	Yes
AUDIT TRAIL OF DECISION – RETAINED AND WHERE?	To be recorded on monthly Summary DPR return and retained within Family Services

DECISION TAKER'S STATEMENT

I have the required powers to make the decision documented in this report. I am responsible for the report's content and am satisfied that all relevant advice has been sought in the preparation of this report and that it is compliant with the decision making framework of the organisation which includes Constitution, Scheme of Delegation, Budget and Policy Framework and Legal issues including Equalities obligations.

I authorise the above decision

Signed



Designation

DIRECTOR FAMILY SERVICES

Date

15/7/15
