



ADUR & WORTHING
COUNCILS

Executive Members for Resources
Ref. No: JAW/005/17-18
Date of Decision: 3 November 2017

If you have any questions about this decision please contact Democratic Services on 01903 221006 or email democratic.services@adur-worthing.gov.uk

Record of Decision: Efficiency of Service

Decision taken by: Executive Members for Resources

Declaration of Disclosable Pecuniary Interests:

WBC Executive Member for Resources:

I hereby confirm that I do not have any disclosable pecuniary interest in this item.

ADC Executive Member for Resources:

I hereby confirm that I do not have any disclosable pecuniary interest in this item.

Decision: The Executive Member for Resources of Adur District Council and the Executive Member for Resources of Worthing Borough Council have agreed:

- i) to allow the postholder to leave on the basis of termination of contract in the interests of the efficiency of the service, subject to mutually acceptable terms being agreed;
- ii) to delegate to the Director for Digital & Resources to agree the terms of termination in accordance with the Council's policy for Efficiency of Service;
- iii) the proposal to incorporate these duties within the Emergency Planning function and appoint a part time resource to help this Officer with the new arrangements; and
- iv) to fund the one off termination costs from salary underspends in the 2017/18 Business & Technical Services budget on a 60/40% split (60% Worthing Borough Council/40% Adur District Council).

Key Decision: Yes/No

Reasons for Decision:

WBC Councillor Edward Crouch:

Having considered the recommendation I believe that it is reasonable and proportionate in the interests of the efficiency of the service to agree the termination of contract in this case. Generally, the local authority should continue to maintain a robust performance management process to ensure staff are supported through periods of change including where necessary relevant procedures to terminate employment if capability becomes an issue.

ADC Councillor Angus Dunn:
In the interests in efficiency of the service.

Alternative Options Considered: None

Other Matters Considered:

Legal Advice and Issues	x	Financial Advice and Issues	x
Sustainability Issues	x	Equality Issues	x
Community Safety Issues	x	Human Rights Issues	x
Reputation	x	Risk Assessment	x
Health & Safety Issues	x		

Consultation: This report was circulated to Councillors, but not published on the Council's website. The following consultation responses were noted by the decision maker: None

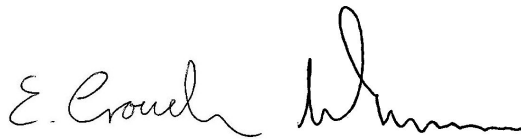
Background Papers: None

Contact Officer:

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Call-in: The call-in deadline for this decision will be 5:00pm on Friday 10 November 2017.

Signed:



Dated: 3 November 2017

Name: Councillor Edward Crouch and Councillor Angus Dunn

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