

9.1 Functions delegated to the director of workforce and organisational development

Financial

1. To pay salaries and wages.
2. To authorise the extension of entitlement to sick pay.
3. To decide whether to make discretionary payments, for example in respect of industrial injuries.
4. To decide whether a payment should be made in lieu of unused annual leave.
5. To enhance redundancy payments, following consultation with the strategic director of resources.
6. To agree the addition of market supplements to the evaluated grades in respect of posts to be filled.
7. To implement the local decisions on terms and conditions and the agreements of the national joint council regarding national conditions of service, wage and salary awards.

Pensions

8. To authorise early access to pension benefits under the provisions of the local government pension scheme for non-chief officers, following consultation with the strategic director of resources.
9. To exercise the council's discretionary powers under the local government pension scheme and related legislation in respect of non-chief officers, following consultation with the strategic director of resources.

Compromise Agreements

10. To enter into compromise agreements with employees following consultation with the relevant service director, the director of legal and democratic services and the strategic director of resources.
11. To authorise and process the payments to be made following the signing of a settlement agreement, following consultation with the strategic director of resources.

Chief Officers

12. To agree annual increments for chief and deputy chief officers.

Career Progression

13. To establish, operate and review career progression schemes across the council following consultation with relevant service directors.

Job Evaluation

14. To evaluate the grades of posts, with the exception of those staff covered by separate terms and conditions, for example teachers and Solbury, in accordance with the greater London provincial council job evaluation scheme and the hay job evaluation scheme for chief officers and to process any associated increased payments.
15. To implement decisions made by the local job evaluation appeal panel.

HR Policies and Procedure

16. To approve minor changes to HR policies and procedures or where required by legislation.

Politically Restricted Posts

17. To exercise the council's functions as the 'proper officer' in relation to politically restricted posts.