

Written statement of a non-key decision
Cabinet member finance and corporate services

Title	Benefits Scheme Provider
Decision maker	Cabinet member finance and corporate services Information about cabinet, including the names and contact details of the cabinet members, can be found here: http://councillors.herefordshire.gov.uk/mgCommitteeDetails.aspx?ID=251
Date of decision	17 June 2019
Report exemption class	Open
Purpose	To approve the introduction of a scheme which will provide access to wellbeing benefits and high street discounts for staff and other groups such as foster carers and care leavers. The purpose of introducing a benefits scheme is to help the council have a more competitive recruitment offer to attract new recruits and to recognise and reward the valuable work our current staff do. The scheme will be provided by Reward Gateway and after initial set up costs of £5,000 will cost £13,500 a year to operate.
Decision	That: (a) The introduction of a benefits scheme provided by Reward Gateway is approved and made available to staff from 24 June 2019. (b) The scheme is rolled out to other groups, such as care leavers and foster carers on a phased basis.
Reason for the decision	As set out in the report. Documents relating to this decision are available at http://councillors.herefordshire.gov.uk/mgIssueHistoryHome.aspx?Id=50030727
Options considered	<ol style="list-style-type: none"> 1. A benefits scheme is not approved. This is not recommended because the council needs to be competitive in challenging recruitment markets. Our neighbouring councils and NHS organisations have similar schemes to the one being proposed and by not providing a scheme to our own staff our recruitment offer remains less attractive. By not providing the scheme the council will also miss a cost effective opportunity to recognise and value the work done by council staff. 2. Approve the launch of a benefits scheme but with an

	alternative provider. This is not recommended because the contract has been let for Reward Gateway after a comprehensive procurement exercise which found Reward Gateway to offer the best combination of value for the council and range of benefits for staff.
Declarations of interest (see ▪ below)	
Call-in expiry date (decisions are not subject to call-in where special urgency provisions apply)	21 June 2019

Councillor:	Date 17 June 2019
Cabinet member finance and corporate services (Councillor Liz Harvey)	

- a record of any conflict of interest declared by any executive member who is consulted by the member which relates to the decision;
- and
- in respect of any declared conflict of interest, a note of dispensation granted by the relevant local authority's head of paid service.