

Written statement of a delegated non-executive officer decision
Chief executive

Title	Introduction of leave trading
Decision maker	Chief executive
Date of decision	6 September 2022
Report exemption class	Open
Purpose	<p>To approve the introduction of an annual leave trading scheme for Herefordshire Council employees. The scheme would be trialled for six months during the 2022 annual leave year and would initially allow employees to request to purchase up to 3 days' additional leave (pro-rata for part time employees) during the trial period, subject to their line manager's approval.</p> <p>The proposed annual leave purchase scheme would promote employee wellbeing whilst also positively contributing to employee recruitment and retention which, given the evidenced link to organisational performance, should in turn lead to better outcomes for residents and communities.</p>
Decision	<p>That:</p> <p>(a) the annual leave trading scheme for Herefordshire Council employees be approved, with the trial period launching 7th September 2022.</p>
Reason for the decision	<p>As set out in the report. Documents relating to this decision are available at</p> <p>http://councillors.herefordshire.gov.uk/mglIssueHistoryHome.aspx?IId=50032080</p>
Consultation	<p>Trade Unions</p> <p>Management Board</p> <p>Employment Panel</p>
Options considered	<p>1. The scheme is not introduced, which is not recommended due to the disadvantages listed in the report and missed opportunities the scheme provides.</p>
Declarations of interest	

Officer:

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Date 6 September 2022

Chief executive (Paul Walker)