

## Record of officer decision

<b>5th March 2019</b>	
<b>Decision Title</b>	Employee benefits
<b>Decision maker:</b>	Donna Etherton, Assistant Director of People and Performance
<b>Authority for delegated decision:</b>	Chief Executives scheme of delegation item 80 which states that the Head of HR/OD has delegated authority for decisions related to Human Resources and Organisation Development.
<b>Ward:</b>	Countywide
<b>Consultation:</b>	Not applicable
<b>Decision made:</b>	A contract has been awarded to Reward Gateway to provide Herefordshire Council employees, foster carers and care leavers with access to a range of benefits including retails and leisure discounts, health and wellbeing services and associated management information, promotion and administration services for council managers. The contract is for 2 years with the potential for a 1 year extension. The contract has a maximum value of £50,000
<b>Reasons for decision:</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> We need to be competitive in the employment market for a whole range of roles and these sorts of benefits are provided by many employers across the public and private sector</li> <li><input checked="" type="checkbox"/> We wish to recruit and support those providing care to children and young people on our behalf by providing additional benefits</li> <li><input checked="" type="checkbox"/> We wish to support young people as they transition from care in establishing their independence – care leavers covenant</li> </ul>
<b>Highlight any associated risks/finance/legal/equality considerations:</b>	Procurement have been fully involved in the tendering and contract letting process ensuring all legal factors are considered.
<b>Details of any alternative options considered and rejected:</b>	-an appropriate procurement process was followed following soft market testing and researching the market

<b>Details of any declarations of interest made:</b>	None
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Signed: Donna Etherton , Assistant Director People and Performance Date: 5th March 2019