

4.3 The Chief Executive and / or Strategic Director (Transformation)

- To make, revoke or amend Human Resources Policies, in consultation with the Chief Executive and after consultation with the Trade Unions if appropriate, save that where the Chief Executive determines that the issues involved are significant (including but not limited to changes to disciplinary and grievance procedures), then the decision shall be for Cabinet.
- To agree gradings of new posts with the appropriate Chief Officer.
- To deal with Council communications and press releases.
- ~~To determine applications for in-year grants in accordance with the agreed criteria, following consultation with the members of the Grants Strategy Working Party.~~
- To pay salaries, wages, performance related pay, honoraria and other gratuities (the Strategic Director (Finance & Resources) also has this delegated power).
- To deal with organisational transformation, save that strategic decisions shall be a matter for Cabinet.
- To deal with all matters relating to the Customer Service Centre.
- To discharge the Council's functions (including but not limited to determining all consents, permissions and licences and taking enforcement action) in relation to:
 - Cemeteries and crematoria
 - The Registration of Births, Deaths and Marriages, and civil ceremonies, including premises for Civil marriages
 - Transport services
- See also section 5.2 for Special Scheme of Delegation for Cemeteries and Crematorium

4.8 The Deputy Chief Executive (People) and / or the Director of Strategy & Commissioning

- To discharge the Council's functions relating to:-
 - Corporate Commissioning including determining grant applications in accordance with the Council's Commissioning Framework
 - Commissioning for Public Health
 - Joint Commissioning, including with the CCG
 - ~~Corporate procurement.~~ *[This now comes under the Strategic Director (Finance & Resources) and will be added to Delegation 4.4]*