


## DECISION UNDER DELEGATED POWERS

Subject	iTrent contract renewal
Officer Requesting Decision	Assistant HR Business Partner
Officer Making the Decision	Executive Director
Authority for Decision	Delegated authority under paragraph 2.7 (b) of Part 2B of Rugby Borough Council's Constitution – the Legal & Governance Manager shall be authorised to order the affixing of the Common Seal of the council to any documents necessary in the exercise of any powers and duties authorised by a committee, the Cabinet or Council or expressly delegated to officers.
Recommendation	To sign the contract for renewal with the council's existing supplier MHR for a further three years for the HR & Payroll System (iTrent).
Alternatives considered and rejected	<ol style="list-style-type: none"> <li>1. To procure a new HR and Payroll system but this would result in significant financial outlay and would take time to procure.</li> <li>2. Not signing would leave us without a HR Payroll system and thus unable to manage staff records or pay staff, it would also impact health and safety as records are stored in system.</li> </ol>
Decision	Approve
Reason	The current contract with MHR is due to expire on 7 <sup>th</sup> November 2022 – The council have invested significantly to customise and develop the iTrent system to best meet our requirements. To not sign a renewal of the contract with iTrent would leave us without a business critical system and a new system would need to be procured which would result in significant financial outlay.

Date	10 <sup>th</sup> November 2022
Background Papers	Quotations received from the current system supplied MHR. Exemption Request dated 07.10.2022
Decision record kept until	10 <sup>th</sup> November 2028
Background papers kept until	10 <sup>th</sup> November 2026

Signed  .....

Dated.....10/11/22.....