

Online DDM – Temporary additional Agency Legal support for the conveyancing Team

The proposal seeks authorisation to spend £60,000 to engage agency staff in order to:

- (1) To appoint a further locum Solicitor or Chartered Legal Executive to enhance support for the Asset Rationalisation Programme with the cost of the engagement charged to the programme disposals;
- (2) To approve the spend associated with the temporary appointment;

Urgent resource is required to support the Council who are currently engaged in a programme to rationalise some of its property holdings and further additional legal capacity is required on a temporary basis to support this.

Several recruitment options have been exhausted and adverts to date have produced no applications. There is currently not the capacity in the existing Conveyancing team to fulfil this work.

The NCC policy and procedure on the hiring of Agency staff should be followed and adhered to, including the neutral vendor system, and the Agency Worker regulations.

Management need to ensure the agency worker is aligned to a job description that has gone through the job evaluation process and ensure the Agency Workers Approval form has been completed.

If this post requires Line manager responsibilities this will need to be provided on Fusion.

Ideally, Agency workers should not be engaged for longer than 12 weeks, however it is noted that this request seeks the use of an agency worker until at least September 2022, due to the current demand of work required as above. It should be noted that after 12 weeks, NCC may attract additional liabilities as the agency worker could qualify for comparable rates of pay and holiday.

Consideration should be given to the Council's current spending controls and recruitment freeze.

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