

Operational Decision Record

Publication Date 01/04/22	Decision Reference Number 4586
Decision Title	
Agency support for Building Control	
Decision Value	
£54,700.00 (total value £102,000, £47,300 from existing salaries budget).	
Revenue or Capital Spend?	
Revenue	
Department	
Growth and City Development	
Contact Officer (Name, job title, and contact details)	
Matt Gregory, Head of Planning Strategy and Building Control, matt.gregory@nottinghamcity.gov.uk , 0790 805 9515	
Decision Taken	
Approve expenditure of up to £54,700.00 net over existing salaries budget, to fund urgent agency support for the Building Control Service.	
Reasons for Decision and Background Information	
<p>The BC service has two Principal BC Surveyors, who undertake the more complex BC duties for larger residential and non residential buildings. One has recently retired and the other has just handed their notice in. There are other vacancies at a lower level within the team. A recent recruitment process for the Principal role did not attract any candidates, and a Market Supplement is being sought prior to a further recruitment exercise.</p> <p>BC is a statutory duty for NCC, and the service is unviable without urgent support. The structural integrity and fire safety of new buildings are a key part of the service provision. Two agency posts are required, one at Principal BC Surveyor level, and one at Building Control Officer level (to assist in minimising additional costs) to ensure service continuity prior to further recruitment. Support is required for up to 6 months, to allow sufficient time for permanent recruitment and appointment.</p>	

It is proposed that the existing salaries budget will part fund the agency support, with the additional cost of agency support above this being met from planning fees.

Finance comments:

The service generates sufficient fees to be able to fund the gap between salary budget available from vacancies and the cost of this agency support and the need for these posts is recognised. This proposal will not add financial pressure to the MTFP and can be contained within the Planning service and the proposal is supported.

Susan Tytherleigh

Finance Business Partner – G&CD 31 March 2022

HR Comments:

There are known recruitment and pay challenges within both the broader market and specifically in this area of expertise and a number of longer term options to support resourcing are being considered. However, in the interim, consideration of immediate external resourcing through an agency is the most viable option and is therefore supported.

Paul Slater, HR Business Lead, 31 March 2022

Other Options Considered and why these were rejected

Running the service without agency support - this has been rejected as the service will be unviable without it.

Reasons why this decision is classified as operational

This is an Executive decision which is being taken within agreed budgets and policies.

Additional Information

You should consider:

- obtaining and recording advice if necessary from legal, finance or other colleagues
- informing relevant ward councillors if a decision particularly affects their ward
- whether an EIA, DPIA, Carbon Impact assessment or consultation exercise is required for this decision
- for capital spend, confirmation that the decision has been through the appropriate capital approval processes
- referring to any related previous decisions
- risks of the decision and any mitigation of those risks
- if the decision is approving capital spend, please include confirmation that the Chief Finance Officer has agreed to it.

Decision Maker (Name and Job Title)

Sajeeda Rose, Corporate Director Growth and City Development
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Scheme of Delegation Reference Number
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Delegation 1

Date Decision Taken

31/03/2022
