

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	4745
Author:	Peter McAnespie
Department:	Growth and City Development
Contact:	Peter McAnespie (Job Title: Partnerships and Local Plans Manager, Email: peter.mcanespie@nottinghamcity.gov.uk, Phone: 0115 8764068)
Subject:	Recruit Conurbation Manager - 2 year Secondment
Total Value:	£111,382 (Type: Revenue)
Decision Being Taken:	To approve the expenditure on the appointment of a secondee (or failing that a temporary external appointment) to support the Greater Nottingham Strategic Plan. The two year appointment is anticipated to cost £111,382. The City Council is the accountable body for the Greater Nottingham Planning Partnership, and the post is to be funded from a blend of grants/external funding as follows: MHCLG Planning Delivery Fund grant to the Greater Nottingham Planning Partnership N-11251-242-8035 and Greater Nottingham Planning Partnership N-11251-230-8081. Implementation of the decision will be dependent on the agreement of Joint Planning Advisory Board, which is being sought concurrently.
Reasons for the Decision(s)	The Greater Nottingham Joint Planning Advisory Board has approved the appointment of a secondee post to undertake Project Management/Planner support for the preparation of the Greater Nottingham Strategic Plan for an initial period of two years. The two year period is almost over and the existing post holder is returning to their substantive post. The proposal is to fill the vacant post for a further period of two years, funded from the partnership funds for which the Council is the accountable body. There is therefore no impact on the Council's General Fund. A further approval to extend the two year period is being progressed with Joint Planning Advisory Board.
Other Options Considered:	Not appointing a secondee. This would significantly slow the preparation of the Greater Nottingham Strategic Plan which is required to be in place as soon as possible to support strategic housing and economic growth across the area.
Background Papers:	JPAB report agreeing post/budget - Item 8.Conurbation Planning Policy Manager job description

Unpublished background papers:

Conurbation Planning Policy Manager JD PS 050111 (003)REVISIONAUG22.doc, JPAB Agenda 30 June 2020.pdf

Published Works:

None

Affected Wards:

Citywide

Colleague / Councillor Interests:

None.

Consultations:

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

None

Equality:

EIA not required. Reasons: The decision does not propose a new service or function

Relates to staffing:

Yes

Decision Type:

Portfolio Holder

Subject to Call In:

Yes

Call In Expiry date:

18/10/2022

Advice Sought:

Legal, Finance, Human Resources

Legal Advice:

If the plan proceeds, it will involve either an existing employee being seconded to the role (which may require backfill arrangements) or an external person being seconded/contracted to Nottingham City Council. A secondment agreement will be required (for the role in question and potentially any backfill required) or a contractual agreement with an external person/organisations. These will need to set out the contractual and practical obligations of those parties.

Consideration should particularly be given as to employment status and continuous service provisions for engagements over a period of two years.

Advice given by Alexa McFadyen (Senior Solicitor - Employment) on 08/09/22. Advice provided by Alexa McFadyen (Senior Solicitor) on 08/09/2022.

Finance Advice:

This Decision seeks to approve the recruitment of a secondee for 2 years to a Grade I Conurbation manager post. The Conurbation Manager post was previously filled by a secondee but their 2 year period is almost over and the existing post holder is returning to their substantive role.

The post will cost £111,382 over 2 years (22/23 - £22,409, 23/24 - £55,373, 24/25 - £33,600) This is to be jointly funded from Planning Delivery fund (£7,600) and the Greater Nottingham planning partnership (£103,783). The grant funding sources and value detailed above have already been secured and received into Planning Strategy service revenue budgets and will be earmarked for the purpose of meeting the Conurbation manager salary costs across 22/23 - 24/25 financial years.

Calculation of the salary costs includes and makes the following key assumptions:

- . The secondment will start in Nov 22 and end Oct 24;
- . Inclusion of employers' on costs (NI and Pension);
- . 2% pay inflation award for 24/25 financial year - subject to approval;
- . Fixed pay award of £1,925 for 23/24
- . Progression to the second scale point (I2) after completing a successful year in post.

As the Conurbation manager post will be Paid for by Grants, this does not impact the General fund and therefore is supported. the proposal will not add financial pressure to the MTFP. This will be monitored by the service for any variance and reflected in the monthly forecast for the service.

Advice provided by Paul Rogers (Commercial Finance Business Partner (G&D)) on 22/08/2022.

HR Advice:

Please see attached HR observations Advice provided by Raj Athwal (HR Consultant) on 19/08/2022.

Advice documents: 2022.08.19 Secondment of Planning Policy Conurbation Manager (RA comments).docx

Signatures

Pavlos Kotsonis (Portfolio Holder for Leisure, Culture and Planning)

SIGNED and Dated: 11/10/2022

Sajeeda Rose (Corporate Director of Growth & City Development)

SIGNED and Dated: 05/10/2022