

Operational Decision Record

Publication Date: 04/07/2023	Decision Reference Number: 4982
Decision Title	
Recruitment of agency staff	
Decision Value	
Exempt (Paragraph 3 – financial & business affairs of the authority)	
Revenue or Capital Spend?	
Revenue	
Department	
Strategic Assets & Property, Growth & City Development	
Contact Officer (Name, job title, and contact details)	
Steve Sprason, Interim Head of Property	
Decision Taken	
To approve the recruitment of 4x agency staff on terms as per an exempt appendix	
Reasons for Decision and Background Information	
<p>The Council has been out to advert on two occasions for the recruitment of permanent property staff the outcome of which has largely been disappointing. In this interim period there is a need to continue to engage agency staff to ensure continuity of delivery of essential work programmes.</p>	
Other Options Considered and why these were rejected	
<ul style="list-style-type: none">• To not recruit interim resource-would result in the lack of ability to actively manage the council's commercial portfolio resulting in the potential loss of revenue income and the maintenance of the estate in a safe and compliant condition.• Recruit permanently-the council has already attempted this on two occasions, most recently in April. Further consideration needs to be given as to how we might improve the prospects of permanent recruitment before we return to the recruitment market.• To outsource further work. A reasonable level of professional work is already commissioned out where the council does not have the internal capacity or skills to deal with it. We do not have the internal capacity to commission/manage further work in the short term.	
Reasons why this decision is classified as operational	
<p>The matter relates to the day to day management of adequate levels of staffing resource/work programmes for which there is existing budget provision.</p>	

Additional Information
Finance comments – contained in an exempt appendix.
Decision Maker (Name and Job Title)
Sajeeda Rose, Corporate Director of Growth and City Development
Scheme of Delegation Reference Number
1
Date Decision Taken
30 June 2023