

## Operational Decision Record

<b>Publication Date</b> 06 March 2024	<b>Decision Reference Number</b> 5100
<b>Decision Title</b>	
Recruitment of Agency staff	
<b>Decision Value</b>	
exempt	
<b>Revenue or Capital Spend?</b>	
Revenue	
<b>Department</b>	
Strategic Assets and Property	
<b>Contact Officer (Name, job title, and contact details)</b>	
Steve Sprason, Interim Property Consultant, <a href="mailto:steve.sprason@nottinghamcity.gov.uk">steve.sprason@nottinghamcity.gov.uk</a>	
<b>Decision Taken</b>	
To agree the extension of contracts of 2 no. agency staff for the period 1 <sup>st</sup> April - 30 <sup>th</sup> September 2024 on terms as set out in the exempt appendix	
<b>Reasons for Decision and Background Information</b>	
The Council has been out to advert on several occasions for 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	
<b>Other Options Considered and why these were rejected</b>	
<ul style="list-style-type: none"> <li>• 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. Also, an inability to undertake the council's ongoing asset review programmes and property disposals leading to a reduction in capital receipt income.</li> <li>• Recruit permanently-the council has already attempted this on several occasions, most recently in October 23. Further consideration needs to be given as to how we might improve the prospects of permanent recruitment before we yet again return to the recruitment market.</li> <li>• To outsource further work. A reasonable level of professional work is already commissioned out where the council does not have the internal</li> </ul>	

capacity or skills to deal with it. We do not have the internal capacity to commission/manage further work in the short term.
<b>Reasons why this decision is classified as operational</b>
The matter relates to the day-to-day management of adequate levels of staffing resource/work programmes for which there is existing budget provision. Spending control approval has been given.
<b>Additional Information</b>
<ul style="list-style-type: none"> <li>• <b>It is recommended that you seek and include finance advice where your decision has financial implications.</b></li> </ul> <p>You should also consider:</p> <ul style="list-style-type: none"> <li>• obtaining and recording advice if necessary from legal, finance or other colleagues</li> <li>• informing relevant ward councillors if a decision particularly affects their ward</li> <li>• whether an EIA, DPIA, Carbon Impact assessment or consultation exercise is required for this decision</li> <li>• for capital spend, confirmation that the decision has been through the appropriate capital approval processes</li> <li>• referring to any related previous decisions</li> <li>• risks of the decision and any mitigation of those risks</li> <li>• if the decision is approving capital spend, please include confirmation that the Chief Finance Officer has agreed to it.</li> </ul> <p><b>Finance Comments</b> Contained within the exempt appendix.</p>
<b>Decision Maker (Name and Job Title)</b>
Sajeeda Rose, Corporate Director of Growth and City Development
<b>Scheme of Delegation Reference Number</b>
1
<b>Date Decision Taken</b>
01 March 2024