Nottingham City Council Delegated Decision

Reference Number:	**2521**
Author:	**Hugh White**
Department:	**Communities**
Contact:	**Hugh White** **(Job Title: Director, Email: hugh.white@nottinghamcity.gov.uk, Phone: 01158764980)**
Subject:	**Creation of a Financial Business Analyst Post**
Total Value:	**£33,479 - £37,377 (Type: Revenue)**
Decision Being Taken:	**To create a Business Analyst Post at Grade G.** **Executive function - to approve the use of the income generated through the Business Plan targets within 2016/17 to create the post, and then a permanent budget will be created within 2017/18 from these additional funds.** **Non-executive function - to recruit to the position of Finance Business Analyst.**
Reasons for the Decision(s)	**The current review within Strategic Finance will change the direct support provided to Departments, concentrating more on the value added commercial approach rather than day to day budget monitoring, and financial support. Whilst it is recognised that overall this will provide a more effective approach, this has created some capacity gaps particularly within the Sport and Culture Directorate.** **This proposals aims to address these gaps through the creation of an analyst post that will review these areas.**
Other Options Considered:	**To not create the positon:-** **The finance review being undertaken in Strategic Finance moves responsibility back to the service areas for budget monitoring, analysis and control. Due to the streamlined approach of the Sports and Culture Team this would not be possible without additional support within the service.**
Background Papers:	

Published Works:

Affected Wards:	**Citywide**
Colleague / Councillor Interests:	**N/A**
Consultations:	**Those not consulted are not directly affected by the decision.**
Crime and Disorder Implications:	**N/A**
Equality:	**EIA not required. Reasons: Creation of new post no impact on existing colleagues**
Relates to staffing:	**Yes**
Decision Type:	**Officer**
Executive Decision?	**Yes**
Scheme of Delegation Reference Number or Other Source of Delegation:	**Delegation 1**
Subject to Call In:	**No** **The call-in procedure does not apply to the proposed decision because the delay likely to be caused by the call in process would seriously prejudice the Council's or the public's interests. The Chair of the Overview and Scrutiny Committee (or Vice-Chair) in his/her absence has been consulted and agreed both that the decision proposed is reasonable in all circumstances and that it should be treated as a matter of urgency.**
	Person Consulted: **Consultation Date: 01/01/0001**
Advice Sought:	**Finance, Human Resources**

Finance Advice:	**The post of financial business analyst will cost between £33,479 and £37,377, which is a current Grade G. This will be funded through income generated through the Business Plan targets within 2016/17, and then a permanent budget will be created within 2017/18 from these additional funds Advice provided by Claire Gavagan (Finance Business Partner (Communities)) on 16/06/2016.**
HR Advice:	**The establishment of the post aims to address the capacity gaps that have been identified. The post is in the process of being evaluation through job evaluation and therefore any grade referred to is only indicative at present.** **Recruitment to the post will need to go through Project People and then it is considered it should be ring fenced to colleagues at risk as a result of the finance review dependent on the stage of implementation at the point the post is released.** **Advice provided by Faye Truong (Service Redesign Consultant) on 15/06/2016.**
Signatures:	**Andy Vaughan (Corporate Director of Commercial and Operations) SIGNED and Dated: 30/06/2016**