

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	2785
Author:	Wendy Tutin
Department:	Communities
Contact:	Lorraine Raynor (Job Title: Head of Environmental health and Trading Standards, Email: lorraine.raynor@nottinghamcity.gov.uk, Phone: 07889704160)
Subject:	Environmental Health posts' regrade
Total Value:	£132,000 (Type: Revenue)
Decision Being Taken:	Regrade the following positions: 28.1 FTE x Environmental Health Officers from GLPC-G to GLPC-H 12.6 FTE x Principal Environmental Health Officers from GLPC-H to GLPC-I 1 FTE x Food Safety Officer from GLPC-G to GLPC-H 1 FTE x Pollution Control Officer from GLPC-G to GLPC-H
Reasons for the Decision(s)	<p>Since the implementation of a restructure in 2015, a review of the positions mentioned in this decision has been undertaken. This has included an updated Job Description (JD) in order to reflect the level of responsibility we have asked Officer's to work at, including an increased level of decision making, broader spectrum of activity to include Safeguarding. The revised JD also expects Officers to operate in a more flexible model where Officers will be asked to practice across the whole range of Environmental Health functions that includes:</p> <ul style="list-style-type: none">- Food Safety, food standards, drinking water, health protection- Health & Safety, sports grounds safety, licensing, health protection- Housing standards- Housing licensing and compliance- Environmental Protection (encompassing air quality, air pollution, contaminated land, planning consultation advice, statutory nuisances)

Other Options Considered: Do Nothing; Leave all grades and positions as is. This option is not preferred as it does not address any of the fundamental issue.
Market Supplement; produce business case and apply for a market supplement of a maximum of 10% of the existing salary for the positions. This option is not preferred as it would only address the market value issues and not the change in level of responsibility and would only be a temporary solution.

Background Papers: None.

Published Works: None.

Affected Wards: Citywide

Colleague / Councillor Interests: None.

Any Information Exempt from publication: Yes

Exempt Information:

Description of what is exempt: Legal advice

An appendix (or appendices) to this decision is exempt from publication under the following paragraph(s) of Schedule 12A of the Local Government Act 1972

5 - Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings. The public interest in maintaining the exemption outweighs the public interest in disclosing the information because the information contains legal advice for relevant decision-makers in relation to the subject matter of the proposed decision.

Documents exempt from publication: 2017-01-27 Legal Advice.pdf

Consultations:	Those not consulted are not directly affected by the decision.
Crime and Disorder Implications:	The work of the service contributes to the prevention of crime, anti-social behaviour (ASB), citizen safety and safeguarding. Supporting this salary increase will assist with the recruitment and retention of officers to support delivery of this function.
Equality:	EIA not required. Reasons: No changes to service delivery or structure
Relates to staffing:	Yes
Decision Type:	Portfolio Holder
Subject to Call In:	Yes
Call In Expiry date:	28/03/2017
Advice Sought:	Legal, Finance, Human Resources
Legal Advice:	This advice is exempt from publication and is contained within an exempt appendix Advice provided by John Bernard-Carlin (Team Leader) on 27/01/2017.
Finance Advice:	2017/18 onwards The total cost of the re-grades are £0.132m. £0.012m will be funded through the licencing fees as this is a true cost for service delivery. £0.120m will be funded through efficiencies within the Community Protection directorate within 2017/18 as part of the Business Plan objectives. Any costs incurred within 2016/17 will be covered through vacant posts held within the service Advice provided by Claire Gavagan (Finance Business Partner (Communities)) on 16/03/2017.

HR Advice:

Re-grade number of positions:

The evaluation is reflective of the changing nature of the roles and supports the service line with recruitment and retention. Management should consider transition and development for post holders. The evaluation is reflective of additional skills, knowledge and experience required by the post holders.

Advice provided by Anya Vidot (Service Redesign Consultant) on 23/01/2017.

Signatures

Nicola Heaton (Portfolio Holder for Community Services)
SIGNED and Dated: 20/03/2017
Andrew Vaughan (Corporate Director Commercial and Operations)
SIGNED and Dated: 17/03/2017