

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

Reference Number:	3062
Author:	Michael Wayne Bexton
Department:	Commercial and Operations
Contact:	Michael Wayne Bexton (Job Title: Head of Energy Projects, Email: wayne.bexton@nottinghamcity.gov.uk, Phone: 01158764943)
Subject:	Solar PV Manager
Total Value:	£46,620.30 (Type: Revenue)
Decision Being Taken:	To a) approve the budget for the creation of Solar Photovoltaic Manager post within the Energy Projects Service; Commercial, Infrastructure and Energy Directorate (Executive decision); and b) establish, and recruit to the post of Solar Photovoltaic Manager post (Non-Executive decision under Scheme of Delegation Number 16)
Reasons for the Decision(s)	The Energy Projects Service have developed a full design to implementation commercial solar photovoltaic (PV) offer. This programme of work is generating significant commercial returns for the Energy and Waste Big Ticket, with a significant pipeline and trajectory of growth. Due to the on-going growth of this area of work a Solar PV Manager is required to lead the Solar PV project team and deliver on large scale contracts as detailed within Executive Board Report (21st November 2017; Solar PV Contract).
Other Options Considered:	Not establishing the Solar PV Manager post. This would reduce the commercial returns to the Energy and Waste Big Ticket due to lack of capacity to deliver. Therefore this option was rejected.
Background Papers:	N/A
Published Works:	'Solar Photovoltaic Project Delivery Contract - Key Decision' report to Executive Board 21 November 2017

<b>Affected Wards:</b>	Citywide
<b>Colleague / Councillor Interests:</b>	N/A
<b>Consultations:</b>	Those not consulted are not directly affected by the decision.
<b>Crime and Disorder Implications:</b>	N/A
<b>Equality:</b>	EIA not required. Reasons: Recruitment procedure will adhere to Nottingham City Council processes which have been subject to a previous EIA.
<b>Relates to staffing:</b>	Yes
<b>Decision Type:</b>	Officer
<b>Executive Decision?</b>	Yes
<b>Scheme of Delegation Reference Number or Other Source of Delegation:</b>	1
<b>Subject to Call In:</b>	No The call-in procedure does not apply to the decision because the value of the decision is below the call in threshold.
<b>Advice Sought:</b>	Finance, Human Resources

**Finance Advice:**

The creation of the new post aligns with the Energy Services Directorate Business Plan 2017-18, key priority 'Continued Commercial Growth'.

The post is to be established on a permanent basis. As per Executive Board report 21 Nov 2017, this post will initially be funded in 2018/19 through the return created by the initiative stated. In future years, it is expected that further PV initiatives will provide a continued return in excess of the cost of the post as per the value of the decision.

The Energy Projects resource allocation will therefore be revised to reflect the addition of the post linked to expected future returns.

If future PV initiatives are not secured, then funding of the post is at risk and may become a pressure. Any future pressure would be mitigated within the existing Energy Projects resource allocation. If this was not achievable, then the post may need to be disestablished which could incur redundancy costs. Advice provided by Tania Clayton Perez (Commercial Business Partner) on 23/01/2018.

**HR Advice:**

The Solar PV Manager role has been evaluated and the grade confirmed as GLPC I.

HR support the increase in establishment to provide additional resource to support commercial growth.

Management should take into account the proposed vacancy delay, and associated approval processes.

Recruitment to the role should be conducted through the appropriate NCC processes, including redeployment. The new appointee should commence on a starting salary at the bottom of the grade.

There will need to be a support and development plan for the new post holder once appointed in line with managing performance through the probationary policy.

Advice provided by Joanne Hill (Service Redesign Consultant) on 22/01/2018.

**Signatures:**

Andy Vaughan (Corporate Director Commercial and Operations)

SIGNED and Dated: 01/02/2018