Decision under Delegated Powers
Change of Grade for Contracts Manager Post M069

Officer Requesting Decision (if necessary)

Matthew Bradford, Head of Cleansing and Open Spaces

Officer Making the Decision

Matthew Bradford, Head of Cleansing and Open Spaces

Recommendation

1) That the grade for the above post is increased from PO3 to PO4 from 1st August 2021, funded by deleting 3.5hrs PW of Post M174 Cleansing Services Project Manager.

Reason

Following a recent Management Restructure within the team (effective from 1st August 2021) the current post holder questioned the grading of their post. Although the restructure did not directly effect this role, a post of similar responsibility and accountability had been graded higher. The postholder asked for the grading to be reviewed under the Council's Job Evaluation Procedure. The outcome was that the grade for the role should be increased from PO3 to PO4.

Authority for Decision

The Council's Job Evaluation Procedure allows for Management Initiated Evauation Requests. A request was made in accordance with the Procedure. The Evaluation Panel concluded that the role should be graded at PO4.

Decision and Date

Approved

Matthew Bradford
Head of Cleansing and Open Spaces
31/01/22

Background

See above

Comments from HR

<u>HR Advisor:</u>   Shaminul Choudhury (10/01/2022)

<u>Summary of Comments from HR:</u> Updated job profile has gone through JE and evaluated at PO4. Once DD is approved, management will need to complete contract variation e-from so HR can write to employee.

Financial Implications

The maximum potential increase in salary costs (inc. on costs) between the top the salary band for PO3 (SP 40) and the top of banding PO4 (SP 43) is £4,500 per annum (based of the April 2021 pay grades). This increase to be funded by reducing the number of vacant hours for post Cleansing Services Project Manager M174 by 3.5 hrs PW.

Risk Management

None identified

Key Decision: No

Background Papers: None