

DELEGATED DECISION – ADDENDUM

DECISION OF OFFICER MAKING THE DECISION – 28.02.22
DD 034 2022 (To be Appended)

Officer Requesting Decision (Addendum)

Nadine Buckland – Food Safety Manager

Decision and Date (for Addendum)



Robert Mitchell (he, him, his)
Chief Executive
26/04/2022

Recommendations / Addendum

To approve RCO post salary at National Minimum Wage (NMW) for all age groups rather than 18-20 years NMW for year 1 training.

Reasons

To enable the salary level to be advertised at this level and attract a wider group of potential candidates, rather than the year 1, lower level with the current apprenticeship policy.

Background

The current Apprenticeship Policy is to pay the NMW of age bracket 18-20 years, regardless of the age of the apprentice during the first year of training. This is currently £6.83 per hour. The new Regulatory Compliance Officer apprentice is a challenging role and will be suited to a wide age range of people. The current policy of paying NMW of 18-20 years, regardless of the age during the first year of the Regulatory Compliance Officer apprenticeship may significantly deter an older, more mature candidate from applying for the apprenticeship. If NMW for each age bracket is paid during the first year, to equate to the corresponding age of the candidate, this would make the post more attractive to those candidates above the age of 20 years old.

Regulatory services have struggled in the past to find people of suitable calibre to fill roles within the service. This apprenticeship is a level 4 qualification and requires a high level of maturity and commitment to the training.

As per DD 034 2022

Financial Implications

As per DD 034 2022

Assuming a start date of 1st August 2022 then the National Minimum Wage would be as follows :

2022/2023

£18,333 + on-costs (40.5%) = £25,800 (rounded)

2023/24 Salary £18,883 + on-costs (40.5%) = £26,600 (rounded)

This will be covered by the 25 hours vacant per week of L211 Environmental Health Officer post, which is approx. £32,100 (plus any inflationary increases) per year.

Human Resources

HR Adviser: Anna Cairns (21/4/22)

I understand that Sally Dobrowolska; Senior HR adviser has previously given advise regarding this and the associated DD. To re-affirm the proposal to pay the above amount is outside of the Apprentice Policy and this is a management lead decision.

Key Decisions

No

Background Papers

DD 034 2022



DD034 - Regulatory Compliance Officer A

JD Regulatory Compliance Officer Apprentice



HR Reg Compliance Off Apprentice JD.doc

Signed:

Date: