

Decision under Delegated Powers

Officer Requesting Decision

Team Leader Natural & Built Environment

Officer Making the Decision

Head of Planning and Regeneration

Recommendation

That post P500 Senior Ecological Officer be amended to include an essential car user allowance

Reason

To enable attendance at site visits across the Borough whenever required and in an efficient and timely manner and to ensure consistency with post M110 Senior Landscape Officer and M111 Senior Conservation Officer, which are considered comparable posts

Authority for Decision

Section 8.2 of the Constitution gives delegated authority to Heads of Service to approve essential and casual car allowances for individual posts where it is agreed that the post warrants such an allowance.

Decision and Date



Date – 26 February 2018

Background

Post P500 Senior Ecological Officer is situated within the Natural and Built Environment Team. The Job Description and Personal Specification for this post and the 2 other comparable posts within the Team, P110 Senior Landscape Officer and P111 Senior Conservation Officer were amended as part of a team review undertaken in 2016.

At the time of the review the then existing post holder did not own a car and did not wish to purchase one. Whilst clearly not ideal, the requirement to be able to visit sites throughout the Borough was achieved through a conjunction of the use of a pool vehicle, public transport and arrangements to make joint site visits with other colleagues, at their convenience. Attaching an essential car user allowance at that

time would have required the post holder to make a vehicle available for use at work, without the need or desire to use the vehicle for private use. It was considered that this would be too onerous requirement of the existing post holder. Notwithstanding the human resource issues associated with those circumstances, the arrangements were less than ideal and proved restrictive and frustrating for timely and efficient site activity.

The now existing post holder verbally requested (on 3/10/2017) that an essential car user allowance be attached to the post to recognise the essential requirement to have a vehicle available at their disposal for site visits and to be mobile around the Borough generally and in order to bring it in line with other comparable posts.

Comments from HR

HR Adviser: Anna Cairns (15/1/18)

This is a managers/service decision regarding Essential User status.

A variation eform will need to be completed for this change.

Financial Implications

The cost of the essential user allowance is £963 per annum with a mileage rate of 40.9p. A casual mileage rate of 52.5p is currently payable resulting in an overall difference per annum of £829, based on the current mileage of the post holder.

	Miles	Cost
Casual usage to date. (1/4/17 to 31/12/17)	865	£454
Estimated total Casual usage for 17/18	1152	£605
Estimated total Essential usage 18/19	1152	£1434

The increase in travel allowance can be met from within P299 C0501 for the remainder of 17/18 and in the future.

Risk Management

There are no significant risks arising from this decision.

Key Decision

No

Background Papers

Job description and person specifications for post:

P500 Senior Ecological Officer

M110 Senior Landscape Officer

M111 Senior Conservation Officer