

Decision Under Delegated Powers

Officer Requesting the Decision

Beverley Green – Environmental Protection Manager

Officer Making the Decision

Andy Thomas – Interim Head of Regulatory Services

Recommendation

To approve the permanent increase of additional hours of an existing part-time post (post currently empty), working 30 hours per week, within the Environmental Protection Technical Officer Post (Post Number L254)(cost centre F100) to full-time (37 hours), following a significant increase in service pressures and failure to recruit to the part-time post.

This generic post currently has 104 hours split between 3 officers (2 full-time and 1 part-time) and will be increased by 7 hours to 111 hours, with all officers working full-time (37 hours). The change to take effect from 15th May, following appointment to the post by an external candidate on a full-time basis.

The increase will be funded by the 'bleeding stumps' project and will be overseen by the Environmental Protection Manager, Regulatory Services.

Reason

The part-time position has remained vacant for over a year, despite efforts to recruit. Making the position full-time has made the vacancy more attractive to prospective employees. In addition, the provision of additional hours will provide Environmental Health resources to assist with responding to the increased number of complaints and ensure intervention and investigation of service requests in accordance with service PIs.

Authority for Decision

Part 8 of the Constitution gives the Chief Executive authority to agree changes to the establishment, within budget and without major operational disruption or interruption of services or involving a change from direct to indirect provision or vice-versa or other policy implications. This has been further sub-delegated by the Chief Executive to Directors and Heads of Service in certain circumstances, which this proposal falls within.

Decision and Date



28/04/23

Background Information

The Environmental Protection Team, within Regulatory Services, are a front line statutory service that deal with the following key areas of work:

- Noise complaints (domestic and commercial premises)
- Nuisance complaints (bonfires, accumulations, odours, smells, dust, insects, industrial emissions etc)
- Inspection & Control of Permitted industrial processes
- Air Quality monitoring and reporting
- Contaminated land
- Responses to complex planning consultations (submitted to CBC and also to LCC)
- Responses to Licensing applications and attendance at hearings.

The team has seen a significant increase in demands for service over the past 3 years particularly in terms of domestic noise, nuisance and anti-social behaviour. Noise and nuisance complaints have significantly increased from 865 complaints in 2019 to 1274 in 2022 an increase of 47%. As a result, the team is struggling to ensure complaints are dealt with according to service requirements.

The provision of additional working hours are necessary to attract a suitable candidate to the position, to maintain Service delivery and reduce work-pressures on the existing staff in relation to the investigation and resolution of domestic complaints.

Comments from HR

HR Adviser: S Choudhury (26/04/23)

Once the DD is approved the hours will need to be added to i-Trent.

Normal recruitment process will then need to be followed to recruit the vacant post.

Financial Implications

The cost of providing the additional 7 hours at SO1 spc25 will be approximately an increase of £9.4k. The £9.4K required for these additional hours is being funded on an ongoing basis from "Bleeding Stumps" budget in C200 A0101

Risk Management

Risk Identified	Likelihood	Impact	Risk Management Actions Planned
Failure to react to service requests and meet target performance indicators.	High	High	Plan is in place to complete service request investigations and assessments within agreed service delivery times. To ensure statutory requirement to undertake nuisance investigations are completed and actioned as necessary
Rise in corporate complaints being lodged against the			

council. Damage to the Council's reputation.			
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Key Decision: No

Date included on Forward Plan: N/A **Background Papers:** None