

Decision under Delegated Powers

Officer Requesting Decision

Head of Planning and Regeneration

Officer Making the Decision

Head of Paid Service

Recommendation

That a market supplement of £3,000 pro rata be applied to Post M272 Team Leader Development Management for a three year period from appointment

Reason

To make the post more attractive to prospective candidates in the market place

Authority for Decision

Head of Paid Service has authority to exercise discretion subject to the Officer Employment Procedure Rules and to any right of appeal which may be applicable, to undertake staff management, disciplinary and capability matters and dismissal, including the application of staffing related policies, the exercise of discretion in the application of those policies and the settlement of employee claims against the Council, except insurance claims.

Decision and Date



Approved 29th October 2021

Background

The Team Leader Development Management Post (M272) graded at PO3 provides a crucial role in overseeing the day to day functioning of the Development Management Group. The post has been vacant since March 2021 following the resignation of the previous incumbent who has moved to the private sector.

The post has been advertised and progressed through three separate recruitment campaigns. The response has been very poor with no candidates presenting in one round, no candidates capable of shortlisting in another and only one candidate capable of shortlisting in the final round. Following interview, no suitable candidate has been found.

The long term vacancy of the post is presenting significant pressures in the service. The Group Leader of Development Management has variously covered the post with interim support for agency workers. This is not a satisfactory or cost effective solution and it is impacting on the staff in the team who do not have a consistency in their line management. The vacancy has partly caused and is exacerbated the ongoing service pressures in the wider planning service.

The post was reviewed as part of the whole scale review of the Planning and Regeneration Service in 2018. It is not considered possible to increase its responsibilities any further with a view to a regrading the post.

It is thought the reasons for the poor recruitment success are due to market factors occasioned by the demand for professional planners at this level in the private sector, which is causing supply issues that many local authorities are struggling with. While the public sector will always struggle to compete with the private sector on remuneration it is considered a market supplement will encourage internal candidates looking to make the next step in their careers or candidates in neighbouring authorities to apply.

Market Supplement

An assessment of the public sector market place shows that the team leader level post is remunerated at a similar level to other local authorities in the area. It is understood that the team leader at Rushcliffe is at PO4 level.

Post M272 is graded at PO3 (SCP 37-40 or £40,876-£43,857). It is proposed to offer a supplement of £3,000 per annum pro rata which will raise the remuneration to the top of scale if appointed at SCP37 and equivalent to PO4 if appointed at SCP 38-40.

The Strategic Director of Planning, Housing and Communities and HR have been consulted on the Market Premia questionnaire completed in pursuance of the policy and are in agreement with the proposal.

Comments from HR

HR Advisor: Shaminul Choudhury (22/10/2021)

Summary of Comments from HR:

Once DD is approved management will need to notify HR admin of the correct rates so the post can be readvertised with Market Premia included.

Financial Implications

The market supplement will cost £3000 a year pro rata which can be met from budget in P499 A0101.

Risk Management

Risk Identified	Likelihood	Impact	Overall Risk	Risk Management Actions Planned
That the market supplement does not improve interest in the post	Likely (3)	Serious (3)	Moderate (6)	Consider raising the market supplement amount. Consider other financial incentives

Key Decision:
Background Papers:

No
Market Premia questionnaire