

Decision under Delegated Powers

Officer Requesting Decision:

Head of Cleansing and Open Spaces

Officer Making the Decision:

Chief Executive

Recommendation:

That within the Engineering Services cost centre N200, 37hrs be deleted from Post W154 (scale 3) & that Post M121 (scale 5) be increased by 37hrs. Following the completion of his training & subsequent qualification, that be transferred into this post with effect from 01/10/2013.

Reason:

To provide the resilience required to cover the monthly inspections and repair of play area equipment.

Authority for Decision:

Section 8.2, item 6 of the Constitution gives delegation to the Chief Executive as Head of paid Service to agree changes to the establishment, within budget and without major service or policy implications, affecting no more than five posts (irrespective of their post number) in any single case.

Decision and Date:

Approved  20th FEB 2014

Background:

The Engineering Service is responsible for all the Borough's Play Areas and employ a Play and Maintenance Officer at Derby Road Depot to carry out the monthly inspections and maintenance.

Prior to April 2013 there had only been one Play and Maintenance Officer at the depot, trained and qualified to carry out this work. In order to provide the resilience required at the depot so that the play area inspections are not compromised by any absence with the consequent increase to the risk of

injury to children it was considered necessary to train an additional Play and Maintenance Officer.

All the engineering staff were consulted and only one agreed to undergo the necessary training. It was made quite clear during the consultations that any training would include greater responsibility along with promotion. Only one person agreed to undertake the necessary training and subsequently qualified in June 2013.

Comments from HR:

HR Advisor: Anna Cairns (24/10/13)

Summary of Comments from HR: From the information provided, this appears to be a justified business case. In the recruitment and selection of this post, all employees were given the option to attend the appropriate training. The job has been re-evaluated to reflect the change in duties.

Financial Implications:

The deletion of scale 3 post W154 & creation of scale 5 post M121 leaves a budgetary shortfall for the remaining 6 months of 2013/14 of £3,000. The 2014/15 full year implication is a shortfall of £6,500. The shortfall in both financial years is to be funded from the Grounds Maintenance overtime budget L050 A0101.

Risk Management:

Risk Identified	Likelihood	Impact	Risk Management Actions Planned
Failure to maintain adequate safety standards in play areas	Medium	high	The proposal sustains flexibility and customer satisfaction

Key Decision: No

Background Papers: None