

Decision under Delegated Powers

Officer Requesting Decision

Engineering Manager

Officer Making the Decision

Head of Cleansing and Open Spaces

Recommendation

That Standby and Callout payments on a 12 monthly basis, be made to Engineering Operatives between 1st April 2013 to 31st March 2014 with immediate effect. This will affect post numbers M121, W153, W154 (x2) and W155.

Reason

The need to make the services more responsive to future changing needs such as the projected climate change and the subsequent change in the severity of future rainfall.

Authority for Decision

Following consultation with the Council's Human Resources team and subject to the decision complying with the Council's existing policies and subject to Officer Employment Procedure Rules and to any right of appeal which may be applicable, Heads of Service have the authority for general staff management within their Services under item 2(xi) on page 3-24 of the Constitution published on 14/8/12.

Decision and Date

New case 03/02/14

Background

The Environmental Services Division within the Cleansing and Open Spaces service currently manages all the waste and drainage related functions of the Council.

A Cabinet decision on 18th March 2010 introduced a reduced standby arrangement that would cater for the high risk winter months (October to March). Since that date there have been significant changes to the service which have been approved by Cabinet and Council. In Council approved the first phase of a reorganisation of senior management in November 2010 and Cabinet approved a second phase in February 2011. A restructure of the Cleansing and Open Spaces service was approved by Cabinet in November 2011. Further changes to the organisational structure of the service have been made under powers delegated to officers and the service is therefore organised very differently to the structure in March 2010. Experts now predict a significant change in climate which is likely to increase the frequency and severity of future rainfall.

Minor changes to the working practices within the Engineering and Green Spaces services resulted in rationalisation of the standby/callout procedures with only minor increase in budget allocation.

The above justifies the proposal to increase the standby/callout policy from the existing 6 months to 24/7 annual cover between 1st April 2013 and 31st March 2014.

Comments from HR

HR Advisor: Steve Copeland

Summary of Comments from HR: Based on "Experts prediction of a significant change in climate which is likely to increase the frequency and severity of future rainfall" I would be unable to support the DD.

Financial Implications

In 2012/13 6 months callout/standby was paid to 5 officers (posts M121, W153, W154 (x2) and W155) at a cost of £2800. The total cost of providing this service for 12 months would be approx £5600. The budget for 2013/14 for callout/standby is £2700 which would leave a shortfall of £2900 to be found from the Grounds Maintenance overtime budget.

Risk Management

Risk Identified	Likelihood	Impact	Risk Management Actions Planned
Impact upon customer satisfaction	High	High	The proposal sustains flexibility and customer satisfaction

Key Decision: No

Background Papers:

Cabinet – 18th March 2010
Report of the Director Of Leisure And Environment
Item 22 - Engineering Service Review

Cabinet – 24th November 2011
Item 7 - Review of the Waste, Engineering & Green Spaces
Service