

SUBJECT: Permanent appointment of Temporary Admin Support post (RBC13A).

DIRECTORATE: Enterprise: Building Control.

MEETING: Single member decision.

CABINET MEMBER: County Councillor P Murphy

DATE: 29th March 2017.

- 1. PURPOSE:** To seek approval from the cabinet member for Resources to make permanent an existing Temporary Admin Support post. The temporary arrangement has been in place for more than 4 years.
- 2. RECOMMENDATIONS:** To resolve to make permanent an existing Temporary Admin Support post.
- 3. KEY ISSUES:** The post has been integral to the Building Control Service for more than 4 years and has made significant contribution to the success of the Service (refer to Building Control Service Plan). The post holder has accrued permanent employment rights due to the time she has been in this temporary position.
- 4. REASONS:** This existing temporary post was introduced as part of the Systems Thinking Review in 2012 and came into existence to support the restructure of Building Control in 2012. A Senior Building Control Surveyor post was deleted and shortly afterwards a Building Control Surveyor retired and the post was not backfilled.

A flat structure was introduced to deal more effectively and efficiently with work demand enabling colleagues to become empowered and alter the system of work to deal with customer demands/needs.

Since the Systems Thinking Review, Building Control has financially recovered from an £118k overspend (with a budget of £40k) to a break even position in 2016/17 (with a £17k budget). The service has now been financially stable for the previous 3 years, with underspends in 2013/14 (£4k), 2014/15 (£1.65K) and 2015/16 (£2.23K).

Albeit the Building Control service is performing better with less resource, there are many topics and areas identified in the Building Control Service Plan that the post will continue to contribute and add value to our customers and organisation. Predominantly, the permanent post will help shape and support the service in providing a “one Voice” approach that customers have told us is

important to them and continue to experiment with doing business differently and from a customer's perspective.

5. **RESOURCE IMPLICATIONS:** Funded from existing budget

6. **WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING)**

The assessment is attached to the report.

7. **CONSULTEES:** People Services

8. **BACKGROUND PAPERS:** Restructuring of Development and Building Control Service (Cabinet) 4th April 2012.

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