

Report of the Portfolio Holder for Resources and Personnel Policy

Approval for an Interim Project Officer Role

1. Purpose of Report

To seek approval for a six-month interim role within the Asset Management and Development department and based in the Capital Works Projects team.

2. Recommendation

Cabinet is asked to RESOLVE that the creation of a six-month Interim Project Officer post in Asset Management and Development at a cost of £58,500 be approved, to be funded from the Housing Revenue Account (HRA) as detailed in the report.

3. Detail

The Council is seeking a six-month interim Project Officer to support the special projects being delivered by the Project Manager in the Capital Works team. As works are now commencing on the Quarry works, Bramcote Leisure Centre and the replacement of the cremators at Bramcote Crematorium, there is growing pressure on the team and an Interim Project Officer is required to enable the completion of HRA related existing projects within time and cost.

Projects for the Interim Project Officer would include:

SHDF Wave 2: Work in Progress and will run until 2025

- Support contract/project management of Westdale
- Signing off works and monitoring cost and quality
- Site Visits to ensure good Health & Safety practice and monitoring work progress
- Ensure all works are compliant to regulations

Scalby Close: August 2024 – December 2024

- Mobilise and support contract/project manage ACS Roofing
- Sign off works and monitoring costs and quality
- Site Visits to ensure good Health & Safety practice and monitoring work progress
- Ensure all works are compliant to regulations

ECO 4: Awaiting contract to be signed by Warmfront works to commence Autumn 2024

- Mobilise and support and project manage the Warmfront scheme
- Sign off works, including monitoring costs and quality
- Site Visits to ensure good Health and Safety practice and monitoring work progress
- Ensure all works are compliant to regulations.

4. Key Decision

Not applicable.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Head of Finance Services were as follows:

The cost of the proposed Interim Project Officer post in Asset Management and Development would be up to £58,500 for a 26-week period (full-time at £450 per day). This interim post would be fully funded by the Housing Revenue Account (HRA), largely through the capital salaries recharges to the Capital Programme. The associated increase in prudential borrowing costs for the Housing Capital Programme will ultimately be met from the HRA.

This is proposed as a 26-week interim post so any significant extension at a later stage would need further Cabinet approval.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

Any legal implications will be considered at the meeting.

8. Human Resources Implications

The comments from the Human Resources Manager were as follows:

Not applicable.

9. Union Comments

The Union comments were as follows:

There are some concerns regarding the use of interims/consultants. Going forward, UNISON's stance will be to question whether they provide value for money for the Council, how long they will be employed and the reasons why the post cannot be recruited to using standard Council processes.

Whilst we acknowledge that this work is important, and the Council has a number of projects to deliver, we have concerns that the £58,500 salary is excessive for this role. A quick check identified that similar roles are available in England between £37,000 - £41,000 on average. The Projects Manager within the team at Broxtowe, who will manage this post, is Grade 12 (up to £43,743), so £58,500 for six-months does not appear to provide value for money.

We would prefer to see a temporary post added to the establishment on the standard Council contract and grades to avoid a high cost to the organisation.

We have seen no evidence to suggest that this would not be possible, and would ask that it is attempted before interim staff are employed.

10. Climate Change Implications

The climate change implications are contained within the report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As this is not a change to policy or a new policy an equality impact assessment is not included.

13. Background Papers

Nil.