

Report of the Portfolio Holder for Asset Management and Economic Development**Recruitment of a New Quantity Surveyor****1. Purpose of Report**

To seek Cabinet approval for the appointment of a new permanent Quantity Surveyor into the establishment for Asset Management and Development.

2. Recommendation

Cabinet is asked to RESOLVE that the Quantity Surveyor post is added to the permanent establishment of the Asset Management and Development team to reduce the current reliance on external consultants, and support the delivery of the HRA Capital Programme and Asset Management Strategy.

3. Detail

The Asset Management and Development team plays a critical role in delivering the Council's Capital Programme. It helps to maintain and improve the Council's housing property portfolio in a manner that ensuring value for money in the various projects that are delivered. The Council has previously externalised the Quantity Surveyor function, which is key in ensuring that these various projects are delivered in line with contractual commitments, both in terms of quality and budget. This approach has saved the Council around £250k in 2025/26 to date.

Whilst the Council has historically relied on external QS consultancy services to support capital projects and development programmes, providing flexibility, this has led to several negative impacts, as a consequence:

- Increased costs due to consultancy fees.
- Reduced continuity and institutional knowledge.
- Limited internal control over project cost assurance and benchmarking.

In response, the Council is seeking to appoint a new Quantity Surveyor to the establishment on a permanent basis. The approach responds to the challenges of local authorities have recruited for a specialist role of this nature, in a competitive employment market.

The job description and person specification for the new Quantity Surveyor is being developed as a Grade 8 post subject to Job Evaluation. An internal Quantity Surveyor would align with the Council's strategic objectives to:

- Improve value for money across capital and maintenance programmes.
- Strengthen internal capacity and reduce reliance on external consultants.
- Enhance governance and assurance in project delivery.

- Support regeneration and development with robust cost planning and control.

The recruitment will be undertaken in full compliance with the Council's Recruitment Policy, ensuring fairness, transparency and equal opportunity. All candidates will be assessed against the required job and person specification criteria, and the process supports the Council's commitment to inclusive and equitable employment practises.

4. Key Decision

This report is not a key decision.

5. Updates from Scrutiny

Not applicable.

6. Financial Implications

The comments from the Interim Deputy Chief Executive and Section 151 Officer were as follows:

The estimated cost of a new permanent Quantity Surveyor is £45,800 per annum. This estimate is based upon 2025/26 establishment budgets including oncosts for a Grade 8 established post, subject to Job Evaluation. The cost of the post would be mostly recharged to the HRA Capital Programme (as capital salaries) although it is anticipated that this cost will be fully offset by the savings on the need for external Quantity Surveyor services.

7. Legal Implications

Not applicable.

8. Human Resources Implications

Not applicable.

9. Union Comments

Not applicable.

10. Climate Change Implications

Not applicable.

11. Data Protection Compliance Implications

Not applicable.

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.