

Report to Joint Consultative and Safety Committee

Subject: Information item: Minor changes to the Establishment agreed outside the formal full JCSC process (Standing Item).

Date: 25 June 2019

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1. Purpose of the Report

This is a standing information item highlighting to the Committee any minor changes to the Establishment proposed by the Senior Leadership Team for implementation outside the formal full JCSC process but following consultation with trade unions. Such minor changes will not have wide organisational impact and will be authorised for implementation by the Chief Executive under delegated powers.

2. Recommendation

The Committee is asked to note this report.

3. Background

Prior to the minor changes being implemented local trade unions are always be consulted. Should there be concern raised during this consultation about any proposal made the proposal would be taken out of this “shortened process” and placed before the Joint Consultative Committee for full consideration. All new posts have been job evaluated through formal arrangements.

4. Summary of proposals

Since the last JCSC meeting there have been four staffing proposals that have been considered by Senior Leadership Team outside the full JCSC framework. These are:

4.1 Neighbourhood Warden

An additional post of Neighbourhood Warden has been introduced into the formal Establishment of the Council following a growth proposal made through the approved 2019/20 budget.

4.2 Town Centre Project Manager

This new post has been created to support the development of our urban centres. It is designed to provide strategic input into the direction of development, to identify and utilise funding streams and to progress projects through to completion.

4.3 Response Team Skilled Workers PASC

Two new posts have been created following a growth proposal through the 2019/20 budget. The posts are designed to provide flexible support within PASC and to visit problem “hotspots”. The creation of this “mini team” allows other teams within the PASC service to focus on their scheduled tasks including the “tree team” that was created in order to draw funds into the Council.

4.4 Empty Homes Officer

The council is determined to reduce the number of long term empty properties in the area so as to increase the number of houses that are available for people to live in and reduce the blight that these often semi-derelict properties have in an area as well as reducing the risks of antisocial behaviour and other crime that can be associated with empty properties. The Temporary Empty Homes Officer has successfully brought 89 properties back into use as homes since she was appointed in July 2017. For 2019/20 the target is 40.

The success of the current post holder in the temporary role has informed the decision to make the role permanent as approved in the budget for 2019/20.