

**RECORD OF DECISION TAKEN UNDER SCHEME  
OF DELEGATION BY MEMBER OF SENIOR  
MANAGEMENT TEAM IN CONSULTATION WITH  
PORTFOLIO HOLDER/COMMITTEE CHAIRMAN**



<b>SMT Member:</b>	Chief Executive
<b>Service Group:</b>	Chief Executive Directorate
<b>Portfolio Holder/Chairman:</b>	Councillor Paul Foster
<b>Portfolio/Committee:</b>	Leader of the Council

<b>Subject:</b>	Funding for additional staff resources
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<b>Decision:</b>	To approve the virement of funding from recurring staffing budget savings identified to create the budgets for 3 new permanent posts in the Council's establishment.
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<b>Details and Reasoning:</b>	<p>The leadership team have identified a number of areas where there is an identified resource need which needs to be addressed, as follows:</p> <p><b>Climate Change Emergency</b> Council have committed to invest and develop policy and plans to tackle climate change. In order to support this it has been determined that there is a need for additional Environmental Health Officer post.</p> <p><b>Post Graduate Engineer</b> This post is to support the Council's Green Links project and give additional capacity within the Regeneration and Projects team on delivering Corporate Capital projects.</p> <p><b>Communication Team</b> The Communications Team has been in the past fragmented with losses of 2 Senior Communications Officers over the last 2 years. A communications officer has been appointed on a casual, day rate basis for over a year. This temporary arrangement is not ideal and other gaps in the service have been identified if the team are to address some of the organisational needs of this team. Therefore a full time Communications officer will be recruited on a permanent basis and the casual budget provision (£12,500) will be removed.</p>
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**Wider Implications  
(including Financial, Legal,  
Equality and Risk):**

Financial Implications

The additional costs of these posts is forecast at £89,300, as follows:

Post	Additional costs (full year)
EHO Climate Change (Grade 7)	£39,200
Communications Officer (Grade 6 - 30hrs)	£15,400
Graduate Engineer (Grade 6)	£34,700
<b>Total</b>	<b>£89,300</b>

This can be funded from the virement of staffing budgets as follows:

Virement source	Budget reductions
Reduction in casualls budget	£17,000
Posts with reduced hours:	
Corporate admin/ Executive Assist	£25,600
Waste Man Officer	£15,300
Planning Officer	£11,900
Housing Officer	£6,400
Residual property services budget	£6,400
Balance from Shared Services savings	£6,700
<b>Total</b>	<b>£89,300</b>

Legal implications

Article 13.01 (a) of the Constitution provides the Council with the power to engage such staff as it considers necessary to carry out its functions.

**Report attached?**

No

**Exempt from publication?**

No

**If exempt, give reason(s):**

**Signed:**

*J. Blundell*  
Date: 7/10/19

Financial  
Management

*[Signature]*  
Date: 8/10/19

Legal  
Services

*[Signature]*  
Date: 8/10/19

SMT Member

*[Signature]*  
Date: 09/10/19

Portfolio  
Holder/  
Chairman

**Publication Date (DST use):**

Decision template revised June 2013

**THIS DECISION WILL COME INTO FORCE AND MAY BE IMPLEMENTED FIVE  
WORKING DAYS AFTER ITS PUBLICATION DATE, SUBJECT TO BEING  
CALLED IN IN ACCORDANCE WITH THE COUNCIL'S CONSTITUTION**