

Bolsover District Council

Meeting of Council on 22nd May 2024

Recommendations of the Employment and Personnel Committee

Chair of the Employment and Personnel Committee

Classification	This report is Public
Contact Officer	Amy Bryan, Governance and Civic Manager

PURPOSE/SUMMARY OF REPORT

For Council to consider the proposals made and agreed at the Employment and Personnel Committee on 17th April 2024 for the establishment of two posts.

Council's role is to agree the budget implications following full scrutiny of the proposals put to the Employment and Personnel Committee.

REPORT DETAILS

1. Background and details of the proposal

- 1.1 At its meeting held on 17th April 2024, the Employment and Personnel Committee considered two proposals for changes to the Council's establishment.
- 1.2 The remit of the Committee is to consider and deal with issues relating to the Council's establishment structure and employees, and to recommend to Council in relation to any growth in the establishment resulting in budgetary increase.
- 1.3 The two proposals were considered in detail at the Employment and Personnel Committee meeting and now Council needs to consider the budgetary increase to establish these posts. The posts are:
 - a) a Land and Property Assistant (this is a full-time post at Grade 4, £24,405 - £25,657)
 - b) an additional Communications Officer (this is a full-time post at Grade 6, £29,767 - £32,056)
- 1.4 The reports and Minutes of the Employment and Personnel Committee meeting are not appended to this report but are available to Members through the Mod.gov app or on request from the Governance Team.

2. Reasons for Recommendation

- 2.1 The proposals have been fully considered by the Employment and Personnel Committee who agreed with the reasons and rationale for each post and therefore recommend to Council an increase in the Council's General Fund budget to fund the additional posts.

3 Alternative Options and Reasons for Rejection

- 3.1 Council are to consider the financial implications only. Council may choose to approve all, some, or none of the requests for growth to the establishment.
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RECOMMENDATION(S)

1. That Council approve the growth in salary budgets as set out in paragraph 1.3 of the report as recommended by the Employment and Personnel Committee on 17th April 2024.

Approved by Employment and Personnel Committee on 17th April 2024

IMPLICATIONS:

Finance and Risk: Yes No

Details: The total cost for the creation of the posts per annum is anticipated to be:

- a) between £24,405 - £25,657 (Grade 4) for the Land and Property Assistant
- b) between £29,767 - £32,056 (Grade 6) for the Communications Officer

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes No

Details: There are no legal implication arising from this report

On behalf of the Solicitor to the Council

Environment: Yes No

Details: There will be no environmental impact arising from this post.

Staffing: Yes No

Details: The Council's policies and procedures will be followed for recruitment these posts.

On behalf of the Head of Paid Service

DECISION INFORMATION

<p>Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds:</p> <p>Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i></p>	No
<p>Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i></p>	No

<p>District Wards Significantly Affected</p>	None
<p>Consultation: Leader / Deputy Leader <input type="checkbox"/> Executive <input type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input checked="" type="checkbox"/> Members <input checked="" type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/></p>	Details: Employment and Personnel Committee

<p>Links to Council Ambition: Customers, Economy and Environment.</p>

DOCUMENT INFORMATION	
Appendix No	Title

<p>Background Papers <i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive you must provide copies of the background papers).</i></p>