

19th July 2016**Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR SOUTH NOTTINGHAMSHIRE AND
PUBLIC PROTECTION****TEMPORARY TEAM MANAGER-TRADING STANDARDS AND COMMUNITY
SAFETY****Purpose of the Report**

1. To propose the creation of an additional temporary Team Manager post within the Trading Standards & Community Safety for a period of 12 months.

Information and Advice

2. In April 2014 a combined Trading Standards & Community Safety Service was created with the Trading Standards Management structure, comprising of one Group Manager and five Team Managers, absorbing the management responsibility for Community Safety. Total cost savings of £104k were realised from the deletion of the Community Safety Group Manager and Team Manager posts. The changes resulted in a very lean management structure for the new Trading Standards & Community Safety Service, with significantly increased demands upon management capacity.
3. In the next year the Service faces a major transformational period to address a number of fundamental changes in Service delivery which will further impact on management capacity, including:
 - a) Developing and embedding commercialisation within the Service to generate savings of £0.125m over 3 years by creating an arm's length trading company to sell Trading Standards services to businesses in a more commercial way. The Business Development Manager, Group Manager and a Team Manager are working closely with the County Council's new Commercial Development Unit to develop this pilot initiative further. This involves significant management resource which is having a big impact on the management capacity available for the day to day management of the Service.
 - b) Supporting staff through the culture change of moving to a more commercial service delivery model and identifying and delivering the staff learning and development needed to create a work force ready to meet the demands of the new commercial model.

- c) Reviewing the current Trading Standards & Community Safety structure and working practices to ensure they are still fit for purpose and meet the demands of the changing regulatory environment.
- d) Developing a robust and effective performance management framework for the Service which addresses the significant changes in outcomes and priorities resulting from the move to a more commercial model of service delivery.
- e) Reviewing and developing partner relationships with key partner organisations such as Nottinghamshire Police and other regulatory authorities who are also facing significant changes to their structures and operating practices.

Proposal

- 4. The proposal is to create additional management capacity in the Trading Standards & Community Safety Service by the establishment of an additional temporary Team Manager post for a period of 12 months, commencing October 2016. The temporary post would provide the much need additional management capacity to address the additional challenges during this transformational period.
- 5. The Service has one level 3 Trading Standards Officer role that will become vacant when the officer leaves in August 2016. The total funding costs of £27.2k in 2016/17 and £27.2k in 2017/18 for the 12 months temporary Team Manager contract (October 2016-September 2017) can be met from staffing underspends generated from leaving this level 3 TSO role vacant for the period August 2016 to October 2017 and other staffing underspends due to staff turnover in 2016/17.
- 6. The Authority hosts the regional “Scambusters” team managed by one of the five Team Managers within the Trading Standards & Community Safety Service. This manager, who previously held a Team Manager role within the main Trading Standards Service and led on the previous re-design of the Service in 2009, has the knowledge and skills needed to play a key role in the transformational work needed.
- 7. The proposal is to move that Team Manager into the temporary Team Manager role for a 12 month period and look to cover the Scambusters Team Manager role by a 12 months secondment. The secondment would be likely to attract interest from Trading Standards Officers/Managers within the region who would view this an excellent development opportunity to gain experience of managing large complex investigations and of regional and national engagement. The current manager would be on hand, working in the same building, to provide support and guidance to the seconded manager.

Other Options Considered

- 8. Additional management capacity could be provided by offering the Temporary Team Manager role as a secondment opportunity. However that secondment opportunity would be unlikely to be seen as such an attractive development opportunity as the Scambusters role. The current Scambusters Team Manager also brings the unique insight into the Temporary Team Manager role from having led on the previous re-design of the Service.

Reason/s for Recommendation/s

9. The Service requires increased management capacity for this short term transformational period to ensure the successful re-design of the Service into a more commercial model of service delivery.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken with HR and trade unions and advice sought on these issues as required.

Financial Implications

11. The cost of a Team Manager at SCP47 including on-costs for twelve months is £54.4k. This would result in a cost of £27.2k each in 2016/17 and 2017/18.
12. It is anticipated that a vacant TSO post within the team and other staff turnover would be able to offset these costs.

Human Resources Implications

13. See Human Resources comments below.

RECOMMENDATION/S

- 1) It is recommended that the Committee approve the proposal to create a Temporary Team Manager post within the Trading Standards & Community Safety Service for a period of 12 months commencing October 2016.

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For any enquiries about this report please contact:

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Constitutional Comments (KK 6/7/16)

The proposal in this report is within the remit of the Community Safety Committee

Financial Comments (CT 08/07/16)

The financial comments are contained within paragraph 11 of the report.

Human Resources Comments (SJ 06/07/16)

The post will be recruited to using the County Council's vacancy control protocol and recruitment policy

Background Papers

- None

Electoral Division(s) and Member(s) Affected

- All.