

**REPORT OF CORPORATE DIRECTOR, POLICY, PLANNING AND
CORPORATE SERVICES****PLANNING GROUP – DEVELOPMENT MANAGEMENT TEAM STAFFING****Purpose of the Report**

1. To obtain approval to re-designate a vacant post for a planning officer in the Development Management Team from Grade 5 to Band A. Recruitment would then be to the post at Band A.

Information and Advice

2. The Development Management Team in the Planning Group deals with the full range of minerals and waste planning applications and planning applications for the County Council's own development as well as including a small team who deal with planning enforcement matters. The team currently has two posts at Grade 5 which are occupied by junior members of staff.
3. One of the Scale 5 posts is about to become vacant with the departure of the post holder to another authority. This has given the opportunity to review how the Development Management Team can best deliver the service. The types of planning applications the team deals with are becoming increasingly complex, often needing Environmental Impact Assessments, and need to be dealt with by more experienced planners. Rather than recruit a junior member of staff, it is proposed that the vacant post be re-designated to Band A and recruitment be carried out at that level. This would ensure that the team is able to maintain its delivery levels. In addition to other posts, the team would then have two posts at Band A and one at Grade 5.
4. The number of posts in the team would remain the same and the increased salary level (from Grade 5 (£20,858 - £23,708) to Band A (£24,646 - £28,636) would be financed from within the Development Management revenue budget. Given that the team already has one post on Band A, if approved, it is proposed to use the same job description and person specification. This will enable recruitment to swiftly take place.
5. Re-designation of this post would offer opportunities for promotion for current staff and would also improve morale within the team.

Other Options Considered

6. To recruit to the vacancy at the existing level. Whilst this would ensure staffing levels were maintained, there would be an impact on delivery as any appointee would be at the start of their career and would not be able to deal with the full range of applications and would require close supervision.

Reason/s for Recommendation/s

7. The re-designation of the post and its filling will enable the Development Management Team to continue to maintain its high standards of delivery.

Statutory and Policy Implications

8. This report has been compiled after consideration of implications in respect of finance, equality duty, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Equalities Implications

9. Recruitment to the post would follow Nottinghamshire County Council procedures.

Implications for Sustainability and the Environment

10. The re-designation of the post and then recruitment will provide adequate resources for the County Council to carry out its duties as a planning authority.

RECOMMENDATION/S

- 1) That an existing Grade 5 Post (ref 50148106) in the Development Management Team be re-designated at Band A.

Jayne Francis-Ward

Corporate Director Policy Planning and Corporate Services

For any enquiries about this report please contact:

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Constitutional Comments (SHB 05.12.12)

11. Committee have the power to decide the Recommendation.

Financial Comments (DJK 05.12.12)

12. The contents of this report are duly noted; the increased expenditure will be funded from the 2012/13 revenue budgets and in future years.

Background Papers

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

None

Electoral Division(s) and Member(s) Affected

All