

Record of Delegated Non Executive Decisions by Officers

1. Subject of decision

Staffing Matter: Review of Craft Agreement and application of Market Supplements

The Director of Resources and the Director of Housing and Property Services have delegated authority by virtue of paragraph GD6 of the Council's Officer Delegation Scheme (which states: "To take decisions on behalf of the Authority on all matters where they have managerial or professional responsibilities for their service areas").

This decision has been delegated to one or more officer(s) under:

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(a) A specific express authorisation (provide the date, report and decision of Council, Committee or Sub-Committee etc which delegated this to the specific officer(s))

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(b) a general authorisation to take such decisions **and**, the effect of the decision is to:

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(i) grant a permission or licence;

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(ii) affect the rights of an individual; or

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(iii) award a contract or incur expenditure which, in either case, materially affects the Authority's financial position.

2. Name and Title of Decision Maker

Jon Ritchie, Director of Resources
Peter Mennell, Director of Housing and Property Services

3. Details of any Conflict of Interest and any Dispensation granted in respect of such Interest

None

4. Executive Summary

*The purpose of the report is to consider and determine whether to exercise discretion to apply Market Supplements, to some of the workforce covered by the Craft Agreement. This is part of the ongoing work to review the Craft Agreement.

It is considered that due to the following factors it is appropriate to apply various Market Supplements to this workforce:

- the increased recruitment and retention difficulties of skilled trade staff due to neighbouring Authorities and the private sector competing for the same skill sets;
- the increasing financial cost of using agency and contracted staff;
- the reduced availability of agency workers given demand;
- the increasing number of vacancies has led to spiralling labour costs;
- expenditure through the supply chain has increased significantly to meet the service needs; and
- the impact on the ability to grow the internal workforce to expand and provide a more flexible service

The market supplements are recommended to be applied to the following grades in the Craft Agreement:

- Craft 1
- Craft 2
- Craft 3A

The application of the Market Supplements will:

- Bring the relevant salaries of the trade staff in these grades nearer to comparator salaries therefore more attractive to candidates in the market.
- Help alleviate the significant recruitment and retention issues being experienced across Property Services and the Vehicle Maintenance Service in Environmental Services.
- Be a temporary measure to secure the retention of the workforce and the delivery of services whilst the review of the Craft Agreement is undertaken. The review is expected to be completed in the Spring of 2023.

The Director of Resources and the Director of Housing and Property Services have delegated authority under the Officer Delegation Scheme GD6:

To take decisions on behalf of the Authority on all matters where they have managerial or professional responsibilities for their service areas.

***The report in relation to the above decision is not for publication by virtue of paragraph 4 of Part 1 of Schedule 12A of the Local Government Act 1972.**

5. Alternative options considered

The alternative option was to take no action to apply Market Supplements as part of the Craft Review.

In light of the impact on the service area and potential costs associated with the risk of significant recruitment and retention issues in the short to medium term, this is deemed to be appropriate.

6. Decision(s)

To Exercise discretion to agree to apply Market Supplements on the craft workers whilst the Craft Agreement is under review.

7. Reasons for the Decision(s)

To avoid the potential for costly recruitment and retention issues which are already affecting the level of service delivery; and

To bring the relevant salaries of the trade staff in these grades nearer to the current salaries being paid for the same trades in neighbouring Authorities and the private sector who compete for these skill sets.

8. Date Decision Made

23 November 2022

9. Date of Publication

23 November 2022

Note: *The report in relation to the above decision is not for publication by virtue of paragraph 4 of Part 1 of Schedule 12A of the Local Government Act 1972.