

**TO: EMPLOYMENT COMMITTEE – 19 DECEMBER 2005**

**SUBJECT: CHANGE TO THE ENGINEERING STAFF ESTABLISHMENT**

**FROM: PLANNING & ENGINEERING**

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## **1.0 PURPOSE OF REPORT**

To seek the Committee's endorsement to amend the current Engineering Group establishment, within the Planning & Engineering Business Unit.

## **2.0 BACKGROUND**

**2.1** At the Executive Committee of the 24<sup>th</sup> October 2005, Members agreed the following recommendations;

- To agree to enter into an agreement for the Council to act as an Agent to the Environment Agency to maintain within the District, the rivers formally known as 'Critical Ordinary Watercourses' (COW's).

**2.2** As part of the recommendation, Members also agreed to;

- Undertake minor alterations to the Engineering establishment to meet the technical and operating requirements of the Agency as set out in the report.

**2.3** The alteration to the Engineering establishment is due to the need to meet the technical and competency requirements of the Environment Agency. This can be achieved by re-designating an existing FTE, band 'G' Technical Clerk post (No NO6/300), currently occupied by a temporary appointment, to a FTE, band 'F – E1' Engineering Technician post, via a new appointment.

**2.4** No evaluation of the new Technician post is necessary. The range of duties and qualifications of the post will fall into previously graded generic job descriptions which are in existence for those staff already employed as Engineering Technicians.

## **3.0 POLICY AND BUDGET FRAMEWORK**

**3.1** The Council will be entering into an Agreement with the Environment Agency to act as their Agents, in the discharge of their functions for the maintenance of the Critical ordinary watercourses within the District. The agreement takes effect from 31<sup>st</sup> March 06.

**3.2** There is no adverse financial impact resulting from the proposed change to the establishment. This is because all costs associated with delivering the requirements of the Agency agreement will be paid to the Council, on a reimbursement basis in respect of all fair and reasonable costs and expenses.

#### **4.0 RECOMMENDATION**

**4.1** Members endorse the proposed minor change to the current staff establishment of the Engineering Group, which is for the removal of the existing FTE band 'G' post (ref NO6/300) from the establishment and replacing it with a new appointment to a FTE post on band 'F-E1' with the same post number (ref NO6/300).

Roger Jewsbury  
Engineering Manager

**BACKGROUND PAPERS:** Agenda Item 13D Executive report - the 24<sup>th</sup> October 05

**Areas in District Affected:** None

**Key Decision:** No

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