

COMMITTEE: FINANCE, POLICY & RESOURCES

DATE: 28 FEBRUARY 2011

PURPOSE: To consider filling the vacancy of Grounds Maintenance Operative.

RECOMMENDATIONS:

1. To agree to fill the above vacancy from 1st April 2011.

1. Background:

1.1 The Council agreed to defer filling the above vacancy left by Colin Lee at the Finance Policy and Resources Committee on 20th September 2010 (minute ref: FPR/10/2/140.2)

1.2 The Council also agreed to the recommendations contained in the Staff Review considered at the Staff Sub Committee on 18th November 2010. The report recommended that the post should be filled in order that the maintenance and grounds staff will be able to continue to carry out all their tasks in a timely manner.

1.3 During the winter months the maintenance and grounds staff have been able to carry out routine tasks and some project work and health and safety works as required.

1.4 There are, however a number of projects that have not been completed, partly as a result of the weather but in the main because of the lack of staff.

1.5 The Works Supervisor has rescheduled the project work and has estimated that it will not be possible to complete this by the end of the summer/autumn when most of the work needs to take place to coincide with the better weather. The current reduction of three full time members of staff to two makes it difficult to manage any small project and carry out routine tasks and any urgent repairs etc. It will therefore be very difficult to undertake any larger project such as the replacement of the large garage roof with only two members of staff. The lack of a third full time member of staff also makes it difficult to carry out any steam cleaning works, which will affect the income expectations for 2011/2012.

1.6 The alternative to employing a member of staff direct is to employ contractors to carry out some of the tasks; this is time consuming, as three quotes will be required for each job, and potentially more expensive.

1.7 It is anticipated that the team will be required to cover more areas as the new developments are completed, including new allotments in

Battle Road, Welbury Farm, Woodholme Farm, and a new skate park at Maurice Thornton.

2. Health and Safety Implications.

2.1 The filling of the vacancy will enable the team to deal with any health and safety repairs etc, in a timely manner, without compromising other works too much.

3. Financial Implication:

3.1 The budget for 2011/2012 includes the full cost of this post.

3.2 There may be a loss of income on steam cleaning works if the post is not filled by the spring.

4. Conclusions.

4.1 The reduction of one full time post severely limits the work that can be achieved by the team, especially project works.

4.2 The Council has recognised the need to fill this post as part of the Staff Review presented in November.

4.3 The Council agrees to fill the above vacancy from 1st April 2011

Further information in respect of this report can be obtained from Mickey Caira
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