

**TO: EMPLOYMENT COMMITTEE
18 JUNE 2014**

**RETENTION OF MARKET PREMIA - SENIOR BUILDING CONTROL SURVEYOR POST
(Director of Environment Culture & Communities)**

1 PURPOSE OF REPORT

- 1.1 At its meeting on 20 March 2013, the Committee considered a report to allow the 15% Market Premia payment (MP) allocated to the Senior Building Control Officer (BCO) post to continue to apply following the regrading of that post to Principal BCO. The decision was that "Members accepted that these posts were extremely difficult to fill ..." and approved the addition of a MP to the post.

This then led to their previous post of Senior BCO becoming vacant and therefore, in accordance with Council policy, that 15% MP was removed from the post until the market had been fully tested.

- 1.2 Attempts to recruit to this post on both a permanent and temporary basis have proved unsuccessful so the Committee is now being requested to consider reinstating the previous 15% premia onto this post.

2 URGENT ACTION REQUIRED

- 2.1 That the 15% MP previously allocated to the Senior Building Control Surveyor post be allowed to continue for current recruitment.**

3 REASONS FOR RECOMMENDATION

- 3.1 It is now more important than ever that the Building Control function have adequate resources as the Council has been successful in securing a large program of work including the Town Centre and Broadmoor redevelopment projects. The team will therefore struggle to deliver a satisfactory service and meet current and projected demand without this post.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 Previous experience has shown that to advertise the post without the MP, will fail to attract suitable candidates.
- 4.2 To continue paying agency fees for a temporary member of staff is costly and is not the preferred option.
- 4.3 Recruiting at a lower level is not an option because having just recruited a Trainee Building Control Surveyor and needing appropriately trained staff who can manage both their workload and assist in the development of the trainee, means a senior level post is essential.

5 SUPPORTING INFORMATION

- 5.1 Following the removal of the 15% MP from the Senior Post, the process of sourcing a temporary replacement began in June 2013. After 3 months with no success the permanent post was advertised in September 2013 and only attracted 2 applicants. One of the candidates had no previous experience and then cancelled their application prior to the interview. The remaining interviewee was offered the position, but subsequently failed to provide adequate references, so the job offer was retracted.
- 5.2 Following this, attempts to recruit a temporary post were eventually successful through using agency but this is a costly way of filling the position as it costs £33 per hour which is being paid to the agency.
- 5.3 The Building Control service is paid for out of the income it generates and must compete for staff and business with the private sector. It is therefore essential that a robust structure is in place with the best staff possible to maximise the Council's ability to secure and retain business. The Building Control Charging Account made a surplus in 2013/14 and will do so again in 2014/15 with the projects already secured but it must deliver on the service delivery promises made and this will be difficult without this post being filled.
- 5.4 Under the current conditions the team will also struggle to cope with the implementation of the additional responsibilities associated with the administration and enforcement of sustainable drainage systems (SuDS) under the Floodwater Management Act and to deal with major long term contracts such as Broadmoor, the Town Centre regeneration project, Winchester House and several major new housing sites.
- 5.5 The current Senior Building Control Surveyor post is graded at BG-F (£30,851-£35,430), and with the 15% MP attracts a maximum salary of £40,744.50 plus London Weighting.
- 5.6 Local experience suggests the current pool of Building Control staff to recruit from nationally is aging with very few trainees coming through, and as more staff are retiring, the potential to recruit staff of an appropriate calibre is becoming more difficult at all levels.
- 5.7 Recent recruitment attempts by neighbouring authorities and private sector competitors have had limited success. A considerable majority of current local staff are at an age where moving is not an option as they are within 5-6 years of retirement and there is no incentive for a move. At the moment, higher salaries are offered by local and national private sector competitors, and they appear able to recruit more effectively, often from an already dwindling Local Authority workforce. An average salary for a Senior Building Control Surveyor in the private sector is £50k-£55k plus an annual bonus, healthcare and company car/allowance (see appendix A).

Unrestricted

- 5.8 Slough, Windsor & Maidenhead, Wokingham and West Berks have all been advertising for Senior Building Control Surveyors this year and have had very little success. RBWM and Wokingham have also suffered losses with their existing staff being 'poached' by our local private sector competitors. They are now seriously understaffed and are struggling to maintain a suitable service provision. It is essential that this Bracknell post is at least as attractive to the right candidate as other posts on the market.
- 5.9 Appendix A contains recent job adverts from the private and public sector, showing salaries for Building Control Surveyors, Senior Building Control Surveyors and Principal Building Control Surveyors.
- 5.10 Appendix B shows a comparison of salaries across the South East for Building Control.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 6.1 Nothing to add to the report.

Borough Treasurer

- 6.2 The financial implications of this decision have already been agreed by Environment Culture and Communities Departmental Management Team.

Equalities Impact Assessment

- 6.3 All posts are advertised in accordance with standard Council policy.

Strategic Risk Management Issues

- 6.4 Being without a permanent Senior Building Control Surveyor since December 2012 has put strain on the sections ability to deliver fee-generating work, and promotion of additional business.

7 CONSULTATION

Principal Groups Consulted

- 7.1 N/A

Method of Consultation

7.2 N/A

Representations Received

7.3 N/A

Background Papers

Report to Employment Committee – 20 March 2013.

Contact for further information

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Up to £40,704 per annum fully inclusive plus market supplement £4,716 per annum Ref: 05-2520

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Up to £35,398 per annum inclusive of local weighting allowance plus Market Supplement of £6,963 per annum Ref: 05-2519

Building Control Surveyor

Up to £30,085 per annum inclusive of local weighting allowance plus Market Supplement of £2,550 per annum

As a part or fully qualified Building Control Surveyor with excellent customer care skills, you will enjoy working with our local community, builders and agents.

For an informal discussion about these roles, please contact Sanjay Dhuna, Head of Building Control on 01753 875810.

Closing date for applications: Thursday 22nd November 2012 at 5.00 pm.

Apply for this job online at www.slough.gov.uk/jobs
Alternatively email recruitment@slough.gov.uk or call our 24 hour message line on 01753 875074 for a pack, outlining the reference number above. Minicom service on 01753 875030.

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At JMP we have a focus on delivering excellent Client service, whilst developing our business and staff to grow and diversify in a professional and sustainable way.

As part of our planned strategic growth, we are keen to attract a motivated Surveyor, with the character and competence, to complement our successful team, working from our Rochester office in Kent.

You must ideally be professionally qualified to RICS / ABE or equivalent or working towards a professional qualification, with a proven track record in Building Control, including the necessary organisational and communication skills to excel, while working on a varied but balanced portfolio of projects.

In return, on top of a competitive salary, you'll receive a benefits package, including car allowance and performance related bonus scheme. We also provide in house CPD / structured training, as well as the opportunity to develop your talents and career in a flexible, friendly and forward thinking company.

Please send your cover letter and CV by email to admin@jmpartnership.uk.com. If you wish to have an informal discussion, please contact Andrew Wilkinson or Paul Stuart on **01634 733270**.

Closing date is Friday 25th January 2013.

Suite 10, Christchurch House, Beaufort Court, Sir Thomas Longley Road,
Medway City Estate, Rochester, Kent ME2 4FX
www.jmpartnership.uk.com



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Our client is a Nationwide Approved Inspector, currently working in close partnership with numerous award winning Builders and Architects. They are now seeking experienced Building Control Surveyors to help manage their ever increasing workload.

The successful candidates will have at least 3 years working experience within the Building Control Sector and have relevant qualifications as a Building Control Surveyor.

If you are from a Local authority background or are currently working as an Approved Inspector and looking for a change, then get in touch and take that first step towards a new challenge for 2013.

Job Type: Permanent
Location: London & the Home Counties
Start Date: January 2013
Salary: Circa £43,000.00
Call 075 2518 3349
Email Aubrey@theinterviewagency.co.uk

APPENDIX B

South East Salary Comparison

Comparison of salaries within Building Control
as per figures provided by South East Employers

South East Employers (SEE) regularly collect details of salaries paid for a variety of professional roles in local authorities across the south east.

The information below shows the salaries paid to experienced Building Control Surveyors, by level of responsibility and skill. An explanation of the levels is also shown.

The first set of salary information shows the salaries paid within the Bracknell Forest Building Control Team. The second set of information is obtained from the SEE database of salary information for experienced Building Control Surveyors. The data from sixteen local authorities is represented in these salary figures.

In order to compare the salary for the role of Principal Building Control Surveyor/Team Leader at Bracknell Forest Council against similar roles in other local authorities, salary data for level II and level III has been used.

Comparing the role and responsibilities of the Principal Building Control Surveyor/Team Leader role, against the levels described below, it would be expected that it would fall somewhere between level II and level III.

Bracknell Forest Building Control Salary Levels

Level	Minimum Pay inc Allowances	Maximum Pay inc Allowances
II	£36,034 *	£41,300 *
III	£49,758 **	£54,391 **

(* - includes 15 % market premia)

(** - includes 5% market premia)

Other local authorities in the South East

Level	Minimum Pay inc Allowances	Maximum Pay inc Allowances
II	£31,904	£43,127
III	£45,661	£59,133

Explanation of levels**Level II: Experienced/Senior Professional**

Job holders are usually fully professionally qualified with considerable experience in their appropriate specialist discipline. Additionally, they may also supervise other professionals. The jobholder will normally be accountable to, and may deputise for, level III or level IV post holders.

Unrestricted

The job holder will typically have relevant post qualification experience, or other relevant experience.

Level III: Principal Professional-Manager Single Function or Small Team

The job holder will have extensive experience in one identifiable area of high level/complex work, and is likely to be fully professionally qualified. The post holder would be responsible for the management and control of their area of work/function, including staff management. Duties may include advising and attending committees and advising on policy development.

The job holder may be accountable to a level IV job holder, Head of Service / Assistant Director or Director. The job holder will typically have substantial post qualification experience, or other relevant experience.