



Ryedale District Council

REPORT TO: North Yorkshire Building Control Partnership Board
DATE: 22 December 2010
REPORTING OFFICER: Les Chapman, Building Control Manager
SUBJECT: Work Placement

1.0 PURPOSE OF REPORT

1.1 To approve a student work placement for a twelve month period.

2.0 RECOMMENDATIONS

2.1 That a temporary student work placement be adopted from August 2011.

3.0 BACKGROUND

3.1 Some years ago the Partnership employed students on their one year's university work experience and became accredited by the Royal Institute of Chartered Surveyors as a training establishment.

3.2 In August this year the Partnership took on a student from Leeds Metropolitan University undertaking voluntary work experience. The student has now requested to return to the Partnership to undertake her formal work experience. During the time she worked for the Partnership she proved herself to be very capable and motivated and all the Surveyors she worked with commented on her ability and within the six week period with the Partnership she progressed from observing the Surveyor to undertaking the inspection and being observed herself by the Surveyor.

4.0 POLICY CONTEXT

4.1 This Report impacts on the Partnership's values relating to delivering high quality services and to lead by example as a reputable employer.

5.0 REPORT

- 5.1** Members will be aware that over recent years the Partnership has made redundant a number of Building Control Surveyors with long term experience. The current age profile of the Partnership indicates that seven Surveyors are likely to retire within the next four to ten years. It is therefore essential to establish a succession plan to ensure that the Partnership can continue to deliver a high quality, local building control service within local government in the future. To deliver this plan there are two options: to buy in or to train and develop.
- 5.2** If the Partnership was to buy in staff as and when required this carries the risk that such staff would not be as team motivated, loyal or committed as they often use such positions as a temporary stepping stone on their career path. However, finances would only be committed as and when required and training costs would be held to a minimum.
- 5.3** The Partnership has found in the past that by training and developing staff we have a greater period of stability as the training period inevitably takes five to seven years to conclude and there are lower employment costs during the training period until the Surveyor is fully qualified. However, Surveyors are at university for thirty days per year with subsequent downtime and training course costs. Staff are invariably more loyal to the Partnership and in the past we have found their commitment after qualification continues.
- 5.4** By taking on a student during their work placement there is the potential to employ this individual once they have completed their degree and as they are a known quantity this reduces the risk of employing an individual who is not suitable for the job.
- 5.5** The cost of this work placement is partly offset by an employee being on maternity leave prior to and during the early part of the placement

6.0 FINANCIAL IMPLICATIONS

- 6.1** The additional cost of this placement for the financial years 2011/12 and 2012/13 will be approximately £2,422 including on costs. The full cost of this post is offset by a saving of a Building Control Surveyor on maternity leave.

7.0 LEGAL IMPLICATIONS

- 7.1** None.

8.0 RISK ASSESSMENT

8.1 None

9.0 CONCLUSION

9.1 The Partnership employs a university student for a twelve month work placement from August 2011.

Background Papers: None

OFFICER CONTACT:

Please contact Les Chapman, Head of Building Control if you require any further information on the contents of this report. The officer can be contacted on 01347 825760, or at les.chapman@nybcp.org.