



Ryedale District Council

REPORT TO: North Yorkshire Building Control Partnership Board

DATE: 30 March 2022

REPORTING OFFICER: Robert Harper. Head of Building Control.

SUBJECT: Additional Assistant/Trainee Building Control Surveyor

1.0 PURPOSE OF REPORT

- 1.1** To receive a report on adopting the partnerships succession plan, as indicated in the 2022/23 Business Plan (*p.16 - Market research*)

2.0 RECOMMENDATIONS

- 2.1** That the partnership implements a proposed succession plan by appointing an Assistant Building Control Surveyor or Trainee Building Control Surveyor annually for the next three years.

3.0 BACKGROUND

- 3.1** These appointments are to be introduced to develop a succession plan to help redress the age profile of the Partnership and to deal with future retirements in an ordered manner.
- 3.2** Over the past 18 months there has been an evident increase in workload, which has resulted in increased income for the Partnership, as more people decide to work from home in the North Yorkshire area rather than having to live in the cities. This increase in workload has created increasing difficulties for the Partnership to meet its performance targets and service user expectations. It is essential that these targets, as specified in the Partnerships Business Plan, are achieved in order to maintain service delivery.

4.0 POLICY CONTEXT

- 4.1** To deliver a competitive, high quality professional service and provide excellence in client services.

5.0 REPORT

- 5.1** It is proposed that the Partnership supports the appointment of an Assistant Building Control Surveyor or Trainee Building Control Surveyor annually for the next three years.
- 5.2** The Partnership is aware of the potential of a workload downturn and is conscious that it may have been prudent to have had a longer period of to assess workload before implementing a succession strategy, however, it is now becoming apparent that the increase workload is becoming unmanageable and taking all factors into consideration it is felt that delaying the appointment would have a greater risk in the long term for service delivery and recovery.
- 5.3** Consideration should also be given to the implications of the Building Safety Bill which, when implemented in October 2023, will result in a further increase in workload as surveyors will be required to prove their competence through examination and assessments to enable them to work on differing complexity of projects. This may also result in a tendency for vastly experienced surveyors to consider retirement at an earlier date than they anticipated.
- 5.4** The present workload at the Partnership is currently being managed due to the commitment and professionalism of the Partnerships staff, however, it is evident that they are all working under considerable pressure in trying to maintain service delivery and having additional resources in the form of additional suveyors will provide some much needed support whilst acknowledging everyone's hard work.

6.0 FINANCIAL IMPLECATIONS

- 6.1** The cost of this strategy would result in an increase on the salaries budget for this and subsequent financial years of approximately £33,000 (including on-costs), which is based on the appointment of an Assistant Building Control Surveyor who is part qualified, which can be funded from the current predicted budget and/or reserves. It should be noted that this cost has not taken into account the savings in salary costs as staff retire. The financial implications will be monitored carefully prior to the appointments on an annual basis and if it is felt that such an appointment poses a financial risk it will be held until confidence is restored.

7.0 LEGAL IMPLICATIONS

- 7.1** There are no legal implications.

8.0 RISK ASSESSMENT

- 8.1** By not adopting such a plan the Partnership may not achieve its succession plan through development of staff and have to buy in fully trained experienced surveyors at a greater cost

9.0 CONCLUSION

- 9.1** It is recommended that the appointment of an Assistant Building Control Surveyor/Trainee Building Control Surveyor annually for a period of three years

is adopted to help manage the evident increased workload and meet performance targets whilst developing the long term succession plan.

Background Papers: None

OFFICER CONTACT:

Please contact Robert Harper, Head of Building Control, if you require any further information on the contents of this report. The officer can be contacted on 01347 825759 or at robert.harper@nybcp.org