

**EAST AYRSHIRE COUNCIL**

**PERSONNEL AND PROPERTY SUB-COMMITTEE OF THE POLICY AND  
RESOURCES COMMITTEE- 21 NOVEMBER 2000**

**DEPARTMENT OF DEVELOPMENT SERVICES - REVIEW OF BUILDING  
CONTROL OFFICERS**

**Joint Report by the Directors of Corporate Resources and Development  
Services**

**1. PURPOSE OF REPORT**

- 1.1** To seek the Sub-Committee 's approval to re-designate and introduce a new grading scheme for Building Control Officers in the Building Control Section within the Department of Development Services subject to consultation with the Trade Unions.

**2. BACKGROUND**

- 2.1** As Members will be aware, at the meeting of the Personnel and Property Sub-Committee on 28 September 2000 when the Committee were considering a related staffing issue, it was agreed that the Head of Personnel and Head of Planning would investigate the causes of the current recruitment difficulties in Building Control.
- 2.2** The Department of Development Services has been experiencing difficulties in recruiting experienced Building Control Officers which has been putting severe workload pressures on the service to the public. This was the subject of a report to the Development Services Committee meeting of 24 October 2000.
- 2.3** At present the performance of the Building Control Section is being undermined by the current recruitment difficulties and the processing of building warrants and site visits to properties etc are falling behind the required standard.
- 2.4** The qualifications to be a fully qualified Building Control Officer are now of a degree level and to reflect this increase in professional status, the Institute of Building Control Officers are merging with the Royal Institute of Chartered Surveyors in early 2001 to create one professional body. The full details of the membership structure has still to be agreed and the new equivalent of corporate membership of the Institute of Building Control is still to be defined.

2.5 Other Councils are experiencing similar recruitment and retention difficulties and have revised their grading arrangements.

### 3. PRESENT ARRANGEMENTS

3.1 Building Control Officers are currently graded on Tech 4/5 (£17,322 - £21,636) and the department has been having difficulty trying to fill vacancies. Only one vacancy have been able to be filled recently due to the poor response received despite vacancies being advertised twice in the national press.

3.2 A survey of other Scottish Councils has revealed that a number including North Ayrshire and South Ayrshire are now paying their Building Control Officers on AP5/SO2 grade.

### 4 PROPOSAL

4.1 In view of the current difficulties, it is not considered appropriate to await the outcome of the Job Evaluation Scheme in 2002 in respect of the Building Control function. It is proposed that the post of Building Control Officer be redesignated as Building Control Surveyor and a new grading scheme be introduced with placing and progression according to stage of qualification and/or experience.

SALARY GRADE	DESIGNATION	QUALIFICATIONS AND EXPERIENCE
AP5/SO2 (£19,827 - £24,789)	Building Control Surveyor	Corporate membership of Inst. of Building Control and 2 years relevant experience.
AP2-4 (£13,650 - £19,224)	Building Control Surveyor	Incorporate Membership of Institute of Building Control (or equivalent) with placing dependent upon years of relevant post qualification experience.
GS1 – 3 (£8,652- £12,405)	Building Control Trainee	Placing on qualifications and experience.

### 5 TRADE UNIONS

5.1 The proposal is subject to consultation with Trade Unions.

## **6 POLICY /LEGAL IMPLICATIONS**

- 6.1** It is anticipated that this proposal will resolve current recruitment and retention difficulties and enable the Building Control Section to meet its statutory and performance targets.

## **7 FINANCIAL IMPLICATIONS**

- 7.1** There are currently six Building Control Officers and one Trainee Building Control Officer on the establishment and immediate financial implications arising from the introduction of the scheme to existing employees is £267 including employers costs in the current financial year.

## **8 RECOMMENDATIONS**

- 8.1** The Sub-Committee is asked to approve the proposed progression scheme and re-designation of the post of Building Control Officer as detailed in paragraph 4.1 above subject to consultation with Trade Unions.

Fiona Lees  
Director of Corporate Resources  
GP/  
30 October 2000

Stephen Chorley  
Director of Development Services

### **LIST OF BACKGROUND PAPERS**

1. Joint Report by the Directors of Corporate Resources and Development Services to the Personnel and Property Sub-Committee of 28 September 2000 – Alteration to the Building Control Division.
2. Report by the Director of Development Services to the Development Services Committee of 24 October 2000 – Statistical Analysis of Development Promotion and Building Control Division.

Anyone wishing further information should contact George Park, Employee Relations Manager (Telephone 01563 576095).

**AGENDA**