

**NORTH LINCOLNSHIRE COUNCIL**

**HIGHWAYS AND NEIGHBOURHOODS AND  
ASSET MANAGEMENT, CULTURE AND HOUSING  
CABINET MEMBERS**

**GENERIC ENVIRONMENTAL HEALTH OFFICER POST**

**1. OBJECT AND KEY POINTS IN THIS REPORT**

- 1.1 To seek approval to establish a generic Environmental Health Officer post.

**2. BACKGROUND INFORMATION**

- 2.1. A new management structure was recently introduced for the Technical and Environment Services division of the Places Directorate. This report seeks to make a further change to the operational structure. This report seeks to create a new generic Environmental Health Officer (EHO) post. The post will form part of the Operational Housing team. A grade 9 EHO post will be deleted. The proposal provides greater flexibility, delivers some savings and ensures minimal impact on service delivery.
- 2.2. Since implementation of the Places Directorate third tier management review, closer working links have developed with colleagues across teams in Technical and Environment. In order to make better use of our collective resources, and operate in a more flexible way a generic EHO post is proposed. This will provide a resource that can be directed as appropriate to respond to the needs of our customers and emerging issues as they arise. Recent development of competency assessments known as the Regulators Development Needs Assessment (RDNA) will enable an assessment of generic skills.
- 2.3. The expectation from the 'Better Regulation Delivery Office' relating to reducing the inspection burden on business and the avoidance of duplication will be more readily achieved through more effective joint working within the various regulatory service areas.

### **3. OPTIONS FOR CONSIDERATION**

- 3.1 The proposal is to reduce the number of Grade 9 'specialist' Environmental Health Officers (EHO's) by one and create one 'generic' EHO post. The new post will work flexibly across Operational Housing and Environmental Health in order to better respond to the needs of our customers.
- 3.2 A job description for the post in question was evaluated by Human Resources. The job description reflects the range of duties and responsibilities required of the post going forward. The evaluation establishes the post as a grade 8. As a result the total savings achieved at mid-point including on-costs is approximately £5,400 per year.

### **4. ANALYSIS OF OPTIONS**

- 4.1 The proposal will help to improve flexible service delivery for customers and achieve a financial saving on our staffing costs.
- 4.2 Rejection of the proposal will limit the options for more flexible service delivery.

### **5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

- 5.1 The proposal will generate an annual budget saving in the order of £5,400 including on-costs.

### **6. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

- 6.1 Not applicable.

### **7. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

- 7.1 Relevant staff were consulted and support the changes suggested.
- 7.2 The relevant trade unions were consulted. They raised no concerns.
- 7.3 The Director of Finance and the Assistant Director Human Resources were consulted. They support the recommendation.

## **8. RECOMMENDATIONS**

- 8.1 To approve a new post, of 'generic' EHO (Grade 8) as outlined in the report.
- 8.2 To approve the deletion of a 'specialist' EHO (Grade 9) post.

## **DIRECTOR OF PLACES**

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**Background Papers used in the preparation of this report - None**