

**NORTH LINCOLNSHIRE COUNCIL**

**HIGHWAYS AND NEIGHBOURHOODS  
CABINET MEMBER**

**CREATION OF A GENERIC TRADING STANDARDS OFFICER POST**

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

- 1.1 To obtain authorisation to create a Generic Trading Standards Officer Post.

**2. BACKGROUND INFORMATION**

- 2.1. Since implementation of the Places third tier management review, closer working links have developed with colleagues across the teams in the Technical and Environment Services division. In order to make better use of our collective resources and operate in a more flexible way it is proposed to introduce generic Trading Standards Officer (TSO) posts. Resources can then be better deployed as appropriate to respond to the needs of our customers and any emerging issues as they arise.
- 2.2. Currently within the Trading Standards section, all Trading Standards Officers are authorised to enforce the full range of Trading Standards legislation. They also act as Lead Officers in at least one specialist area, such as Metrology, Product Safety, Fair Trading and Food. As such these posts are graded at a Grade 9. Their work is supported by Enforcement Officers
- 2.3. Enforcement Officers (Grade 8) also enforce a range of Trading Standards legislation. However, they are not qualified to carry out the same full range of enforcement functions, such as act as an Inspector of Weights and Measures.
- 2.4. The creation of the new post will allow more flexibility in how Trading Standards deliver their services going forward, by increasing the range of enforcement functions that can be carried out compared to existing Enforcement Officer posts. This post would also give the opportunity to make additional costs savings in the future, should any Grade 9 Lead Officer posts become vacant and the structure reviewed.
- 2.5. It is therefore proposed to create a new generic Trading Standards Officer post without the Lead Officer responsibilities. A generic TSO post will have an increased scope to the role, with a full warrant compared to the restricted warrant held by an Enforcement Officer. This new post was evaluated by Human Resources at Grade 8.

- 2.6. The creation of this post will also allow opportunities for improved career progression as it better fills the gap between Enforcement Officers and Lead Trading Standards Officers with specialist knowledge.
- 2.7. These proposals do not have any impact on existing staff.

### 3. OPTIONS FOR CONSIDERATION

- 3.1 **Option 1** – Agree to create a generic TSO post on a Grade 8, and the deletion of a grade 8 Enforcement Officer post.
- 3.3 **Option 2** – Not to create a generic TSO post on a Grade 8 and leave the structure as it is.

### 4. ANALYSIS OF OPTIONS

- 4.1 **Option 1** – The new post would allow more flexibility and increase the resources available within Trading Standards. Creating this post would allow the deletion of an Enforcement Officer post from the establishment.
- 4.2 **Option 2** – Not creating this post limits the scope to make either efficiency or cost savings in the future.

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

- 5.1 **Option 1** – There are no immediate resource implications requiring consideration.
- 5.2 **Option 2** – There are will be no immediate resource implications. However not creating the post may limit the potential resources available to the service in the future.

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

- 6.1 The creation of the post will allow the service to better meet its statutory duties to enforce the whole range of legislation more easily.

### 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 TSO (Grade 8) as outlined in the report.
- 8.2 To approve the deletion of an Enforcement Officer (Grade 8).

**DIRECTOR OF PLACES**

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