

NORTH LINCOLNSHIRE COUNCIL

CORPORATE SERVICES CABINET MEMBER

COMMUNITY ENGAGEMENT OFFICER

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To establish a post of Community Engagement Officer in Community Planning and Resources.
- 1.2 The key points in this report are as follows:
- A post of Community Engagement Officer is required to progress a number of actions in the council's strategic plan;
 - This will be funded by a transfer of neighbourhood management pathfinder resources on 1 July;
 - The future structure within which the post will fit involves the postholder line managing at least two community engagement fieldwork posts, for which funding will be available;
 - On that basis, the Community Engagement Officer post is effectively the same as two other posts on the council establishment, which are at Grade 9;
 - Since the two subordinate posts have not yet been established, however, the Community Engagement Officer post will be established on 1 July at Grade 8; and
 - The service director will, within the scheme of delegations, re-establish the post at Grade 9, the same as the two equivalent posts on the establishment, as soon as the subordinate fieldwork posts are in place.

2. BACKGROUND INFORMATION

- 2.1 A post of Community Engagement Officer is needed to take forward a number of important actions in the council's strategic plan. This work will fit within the wider processes of neighbourhood management in North Lincolnshire.
- 2.2 The job description required for this post is effectively the same as two other posts that are deployed in neighbourhood management roles. They are Grade 9 posts that have responsibility for a small number of subordinate posts.

- 2.3 In the future structure within which the post will fit, the postholder will similarly be responsible for two community engagement fieldwork posts. Funding for all three posts will be available from 1 July as resources are transferred from other neighbourhood management budgets.
- 2.4 These subordinate posts have not yet been established, however. For that reason, the Community Engagement Officer post has been evaluated at Grade 8.
- 2.5 Once the subordinate posts are in place, the Community Engagement Officer post then becomes the same as the two equivalent posts on the council's establishment which are at Grade 9. Within the scheme of delegations, the service director could then replace the Grade 8 post with an additional Grade 9 post.

3. OPTIONS FOR CONSIDERATION

- 3.1 The first option is to establish the post at Grade 8 with effect from 1 July and re-establish it at a later date at Grade 9 when the subordinate posts are in place.
- 3.2 The second option is to defer establishing the post until the subordinate posts are in place, which would mean that the post would begin at Grade 9 but some time later than 1 July.

4. ANALYSIS OF OPTIONS

- 4.1 The first option is proposed. The community engagement work needs to begin straightaway. Waiting for the eventual Grade 9 to be justified would slow down progress on the strategic plan.

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

5.1 Financial

The full year cost of a Grade 8 post, at mid point of the scale and including on-costs, is £35,603. The full year cost of a Grade 9 post is £40,805. These costs and those of the two subordinate posts indicated in this report will be met through the transfer of other neighbourhood management budgets on 1 July.

5.2 Staffing

The post of Community Engagement Officer will initially be considered for staff on the redeployment list who satisfy the essential criteria.

5.3 Property

There are no implications.

5.4 Information Technology

There are no implications.

6. **OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)**

6.1 There are no direct implications.

7. **OUTCOMES OF CONSULTATION**

7.1 The relevant Trade Unions have been consulted on the proposals. No adverse comments have been received.

8. **RECOMMENDATIONS**

8.1 That a post of Community Engagement Officer be established at Grade 8 in Community Planning and Resources with effect from 1 July 2008; and

8.2 That upon such time as subordinate posts are established as outlined in this report, the service director re-establishes the post, within the scheme of delegations, as a Grade 9 post in line with similar posts elsewhere on the council's establishment.

SERVICE DIRECTOR COMMUNITY PLANNING AND RESOURCES

Pittwood House
Ashby Road
Scunthorpe
North Lincolnshire
DN16 1AB
Author: Neil Laminman
Date: 13 June 2008

Background Papers used in the preparation of this report:

None.