

AGENDA ITEM NO 8

TAVISTOCK TOWN COUNCIL BUDGET & POLICY COMMITTEE 19th DECEMBER 2017 STAFFING/ORGANISATIONAL CAPACITY

1. INTRODUCTION

1.1 The Committee will recall that previously Council indicated a wish to review issues associated with staffing resource/ organisational capacity toward the end of 2017 which more recently was subject to amendment (item (e) below refers).

1.2 On a separate but related matter it mooted a similar timeframe for review of the staffing establishment in the Office.

2. CURRENT POSITION

2.1 The Committee will be aware that there are a number of matters which have the potential to impact upon organisational staffing capacity. These include but are not limited to:-

- a) Whether or not the Guildhall Project is successful in receiving HLF Funding. If so, the extent to which the Project is able to secure a Project Manager of suitable experience to deliver all aspects of the Project¹;
- b) The review of the Staffing Establishment of the Works Department scheduled to be undertaken in March 2018. This will make recommendations in respect of the number and grade of posts within the existing budget envelope;
- c) Linking to (b) above future management arrangements for the Works Department and how such can/cannot add capacity to non-standard work;
- d) Uncertainty regarding the future use of the Drake Road Offices (in particular with regard to the implications for the staffing establishment of the office).

¹ As with the post of THI Project Manager this is particularly challenging given budget limitations and the breadth of the role from capital to activity, governance to co-production.

- e) The decision of Council in November to review the position regarding capacity in May 2018 which had the effect of amending the earlier decision.

3. CONCLUSION

- 3.1** For the reasons listed above (more specifically item (e)) as agreed at the last Meeting of this Committee and Council a report will now be brought forward in the Spring when there is greater clarity in relation to the foregoing. Should circumstances change materially in the interim the matter will be brought back before Committee/Council.

- 3.2** In the meantime it is acknowledged that the Council, its staff and in some cases delivery partners, face a uniquely challenging period.

CARL HEARN
TOWN CLERK
DECEMBER 2017