



ISLINGTON

AUDIT COMMITTEE AND AUDIT COMMITTEE (ADVISORY)

20 September 2016

SECOND DESPATCH

Please find enclosed the following items:

Item B3 Market Supplements - Appendices

1 - 72

Enquiries to : Jackie Tunstall
Tel : 020 7527 3068
Email : democracy@islington.gov.uk



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Market Supplement Payment Request Form

Before completing this form please refer to the Market Supplement Policy.
All relevant section of this form must be completed before submission to the next stage.

Please complete a separate application from for each post that a Market Supplement is required for.

Part A - General Information about the post – to be completed by the Manager		
1	Title of post for which a supplement is required	Electrical Inspector
2	Posts Reference Number	H000000247 L000012094
3	Current grade of post and salary range	SO1 –SO2 £28K –= £32,964
4	Proposed amount of Market Supplement	£7,000
5	Date job description last reviewed / evaluated	30-10-2015
6	Service Area	Housing Property Services
7	Department	Capital Programme Delivery Team
8	Section / Unit	Mechanical & Electrical Team (aka M and E team)
9	Is this a stand alone application or part of a group application? If part of a group application, please give all the other post reference numbers and job titles for which a separate application is / has been made.	<p>Group Application</p> <p>In addition, applications are also being submitted for the following posts within the Mechanical and Electrical Team:</p> <p>Group Leader Mechanical and Electrical Team x1 Senior Electrical Engineer x1 Senior Mechanical Engineer x1 Electrical Engineers x3 Mechanical Engineers x3 Mechanical Inspectors x2 Electrical Inspectors x2 Lift Engineer x1</p>
10	Name of Manager making the application	Garrett McEntee
11	Designation	Technical Services Manager
12	Date of application	15/12/2015

Part B – Business Case for a Market Supplement - to be completed by the Manager		
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13	<p>Is the supplement required to retain an existing employee or to recruit a new employee into a post?</p> <p>The supplement is required in order to recruit a full time employee into existing post.</p>	
13a	<p>What is the anticipated detrimental impact on the operation of the council and its services of failing to recruit to, or retain, a suitable employee in this post?</p> <p>The Electrical Inspector is responsible for inspecting ongoing repairs and wholesale replacement work to the electrical installations serving the Council's housing estates and properties. His primary duty is one of quality assurance, to ensure the contractor is undertaking work to the desired standard and in compliance with Institute of Electrical Engineers Regulations. The installations that he will get called to inspect range from communal electrical installations including the main intake supplies, the risers and laterals that supply all the individual feeds to flats, for communal lighting, door entry phone systems, estate lighting, emergency lighting, ccTV systems, and also the electrical installations within all tenanted flats. All of our residents including vulnerable residents rely daily on this equipment functioning correctly, safely and efficiently. It is the responsibility of the electrical inspector to ensure this is the case.</p> <p>This is specialised work and requires a high degree of technical expertise and knowledge. Colleagues frequently ask for and rely upon advice from the Electrical Inspector.</p> <p>Failure to recruit to these posts will almost certainly result in a lack of proper inspection of our electrical installations. This will, at the very least, cause enormous inconvenience if installations or repair work is carried out incorrectly and fails but in the worst case scenario, where vulnerable residents are concerned could quite easily result in mortalities.</p>	
13b	<p>What alternatives have been considered to a market supplement (e.g. use of agency staff)?</p> <p>These posts are currently being filled by an agency inspectors to whom we are paying more than the equivalent SO1/2 salary. We are keen to build some stability in the team and see the benefits of permanently filling this post so as to ensure long term continuity, reliability, loyalty and someone we can realistically rely upon, invest in, in terms of training and hopefully have someone who is happy to provide mentoring (formal and informal) when a graduate trainee scheme is up and running.</p>	
13c	<p>Provide details of the outcome of previous attempts to recruit to this post and/or difficulties in retaining employees in the post due to its remuneration, including exit interview information:</p> <p>The Capital Programme Delivery team undertook a large and very well publicised recruitment exercise in 2014 with assistance from Jobs Go Public. Amongst other vacancies within the Capital Programme Delivery team 9 M&E posts were advertised, one of which was for an Electrical Inspector.</p> <p>The recruitment exercise using Jobs Go Public failed to identify suitable candidates for 6 of the 9 posts advertised for the team.</p>	

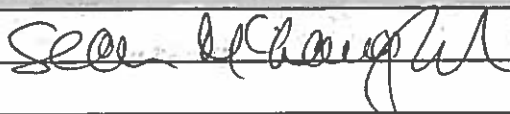


	<p>Candidates that were shortlisted for relevant qualifications and/or experience failed to meet our high standards during scrutiny at interview.</p> <p>We have struggled to fill this post utilising agency staff for we are looking for not only technical knowledge and skills but also a commitment to customer care as this is very much a front line post. This, together with the current remuneration and general technical skills shortage in the industry has resulted in making the posts almost impossible to recruit to. Recent articles in the press have highlighted Engineering posts as one of the top ten most difficult posts to recruit to. (Appendix A)</p>																		
13d	<p>Supply evidence of steps taken to maximise the attractiveness of this role and the likelihood of recruiting to it:</p> <p>As part of our large recruitment drive in 2014 Jobs Go Public set up a special microsite for all our roles which was used to highlight the attractions of working for Islington Council such as the Council's commitment to training, flexible working conditions, attractive pension; and discounted gym membership.</p> <p>However, as a result of the disappointing recruitment exercise we sought informal advice on pay scales and benefits etc. from private consultancy companies and discovered that many private sector employers offer a higher base salary to engineers in equivalent posts but also offer a package of additional benefits such as car allowance, private medical care, generous pensions, considerable annual leave, paid professional fees and more to their employees . (Appendix B – Salary Evidence)</p>																		
13e	<p>Provide detailed information about the local labour market relevant to this post using specific comparator jobs or survey information:</p> <p>Source : Hayes 2016 Salary Survey Guide</p> <table><tr><td></td><td>Salary:</td><td>Typical</td></tr><tr><td>Project Engineer (M&E)</td><td>35000-50000</td><td>44000</td></tr></table>		Salary:	Typical	Project Engineer (M&E)	35000-50000	44000												
	Salary:	Typical																	
Project Engineer (M&E)	35000-50000	44000																	
13f	<p>Provide information to cover at least 3 comparator roles and include the job descriptions (including management span and budget responsibilities), person specifications and overall remuneration and benefits package (including annual leave entitlement and other benefits) of roles cited as comparators:</p> <table><tr><th>Employer/agency</th><th>Published salary</th><th>Job title</th><th>Mgt Span</th><th>Budget</th><th>Benefits</th></tr><tr><td>ARL UK</td><td>£30 to £35K</td><td>Electrical Inspector</td><td>0</td><td>0</td><td>25 days leave + bank hols. + life assurance</td></tr><tr><td>M J Recruitment</td><td>£40K to</td><td>Electrical</td><td>0</td><td>0</td><td>None</td></tr></table>	Employer/agency	Published salary	Job title	Mgt Span	Budget	Benefits	ARL UK	£30 to £35K	Electrical Inspector	0	0	25 days leave + bank hols. + life assurance	M J Recruitment	£40K to	Electrical	0	0	None
Employer/agency	Published salary	Job title	Mgt Span	Budget	Benefits														
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M J Recruitment	£40K to	Electrical	0	0	None														

	Solutions	£50K	Inspection Engineer			advertised.
	Just Engineers .net	£37,400 to £41,600	Electrical Inspection Engineers	0	0	None advertised
	LG Jobs.com	£31,209 to £36,204	Building (Electrical) Services Inspector	0	0	None advertised
<p>The above roles were not advertised with full jobs descriptions and person specifications. The adverts were inviting those interested to submit their CV or phone for a discussion. Salaries on offer were however consistent with that advertised in the Hays Salary Survey.</p>						
13g	<p>The amount and the calculation of the proposed supplement based on the median of the comparators used:</p> <p>£35,000, £50,000, £41,600, £36,204,</p> <p>The median salary for the above posts is £40,700</p> <p>The maximum pay scale Islington currently offers for this role is £32,964, (following job evaluation). This would indicate a market supplement of £7k is required to ensure we remain competitive with the market.</p>					
13h	<p>Confirmation that the cost of the market supplement if applied can be met from the service's existing budget:</p> <p>This application is part of a group application involving 14 posts. If all salary supplements that have been applied for are agreed and all post holders are paid at the top of the spinal column associated with their post, then the strain on the staffing budget will be £62K.. The detail behind this figure is contained within an attached table.</p> <p>This figure has been calculated using the estimated total salary costs for permanent staff (contained in an attached table provided by Finance Dept.), plus the annual salaries for temporary staff, (calculated by multiplying hourly rates by 35(hours) x 48(weeks). This has been taken as the starting point i.e. the amount being paid for staff at the moment. Replacing all agency staff with permanent staff results in a saving, however, when salary supplements are added the result is a £62K over spend. Averaged over 14 posts amounts to approximately £4,500 per post.</p> <p>There are however improvements to service anticipated to justify this expenditure: primarily the replacement of agency staff with permanent staff will result in higher calibre of staff (having satisfied a far more rigorous recruitment exercise), will be loyal to the organisation and will provide stability to the team.</p>					



	Investing in training will be more worthwhile.
14	<p>Specify how the department will resist an equal pay / equal values challenge:</p> <p>The posts included in this "joint action" are all within the Capital Programme Delivery team, which is a team of approximately 70 members of staff, 65 of whom hold high level technical qualifications and carryout technical and professional services for Islington (Building surveyors, Architects, Quantity Surveyors, Clerk of Works), some are members of highly regarded professional bodies, such as RIBA (Royal Institute of British Architects), RICS (Royal Institute of Chartered Surveyors) and CIOB (Chartered Institute of Building). Islington is lucky to have retained a technical team, (most other London Boroughs rely almost entirely on building consultants to maintain their buildings and housing stock). There are many advantages to having an in-house team (the economic, efficient and sympathetic restoration of Rollit Housing being a case in point, design work, specifications, tendering, contract administration being carried out entirely using in house personnel). However, the job evaluation system used by Islington hardly recognises the difference in skill levels between a job that requires high level technical achievement and another job that does not.</p> <p>All of the above mentioned building professionals are employed in a vast array of jobs in private practice and private consultancies and so when recruiting to our posts we have to compete with this industry. The building industry is currently very buoyant, salaries plus benefits being paid externally are far higher than those offered by Islington Council.</p> <p>The mechanical and electrical engineering staff's salaries are currently at crisis point, hence this application, however the very low comparable salaries across all technically qualified staff within Capital Programme Delivery team and elsewhere within Housing Property Services is an issue . Further requests for salary supplements are likely to follow.</p>
15	<p>The payment of a market supplement is for a maximum of 12 months and must be reviewed on a regular basis to ensure that the conditions are still relevant. Specify how you will review the payment:</p> <p>Market forces in terms of job advertisements will be analysed by the Mechanical and Electrical Group Leader on an ongoing basis but will report more formally on an annual basis to the Head of Service in order to ascertain whether it is still appropriate to pay a market salary supplement.</p>

Part C Support from the Corporate Director / Assistant Chief Executive		
16	Application Supported by:	 Corporate Director Finance & Resources HARS
17	Signature:	
18	Job Title:	



19	Section / Department:	Finance and Resources- <i>HASS</i>	
20	Date	<i>5/5/16.</i>	Extension

Please send completed form to your HR Business Partner for final sign off

Part D – Authorisation by HR, Finance and the Chief Executive		
21	Comment – Head of Human Resources	Date:
22	Comments - Finance	Date:
23	Signed – Chief Executive	Date

ACCOUNTANCY & TAX/CONSTRUCTION/CONTACT CENTRE/ATIONS/EDUCATION/INOLOGY/LEGAL SAFETY/POLICY/OUNCES & RISKS/ENGINEERING/HUMAN RESOURCES/LOGISTICS/FACILITIES MANAGEMENT/FINANCIAL SERVICES/SOCIAL CARE/SALES & MARKETING/ENERGY/OFFICE SUPPORT/RESPONSE MANAGEMENT/HEALTHCARE/OIL & GAS/ARCHITECTURE/ASSESSMENT & DEVELOPMENT/PUBLIC SERVICES/ACCOUNTANCY & FINANCE/EDUCATION/PHARMA/CONSTRUCTION & PROPERTY/RESOURCE MANAGEMENT/INDUSTRY & MANUFACTURING & OPERATIONS/DETAIL/INFORMATION TECHNOLOGY/SALES & MARKETING/PUBLIC SERVICES/RESOURCES & HUMAN RESOURCES/ENGINEERING/HUMAN CONTACT CENTRE/ES/SOCIAL CARE/RESOURCES/HEALTHCARE/ENERGY/OFFICE SUPPORT/LEGAL/OIL & GAS



CONSTRUCTION, ENGINEERING & PROPERTY BUILDING SERVICES

Contractors

London	£ Range	£ Typical
Director	70,000-100,000	85,000
Senior Contracts Manager	50,000-70,000	60,000
Contract Quantity Surveyor	45,000-75,000	55,000
Project Manager	50,000-65,000	60,000
Project Engineer	35,000-50,000	44,000
Estimator	45,000-60,000	50,000
CAD Technician	30,000-45,000	36,000

South East England	£ Range	£ Typical
Director	60,000-75,000	67,000
Senior Contracts Manager	50,000-60,000	55,000
Contract Quantity Surveyor	50,000-65,000	53,000
Project Manager	50,000-60,000	55,000
Project Engineer	32,000-40,000	36,000
Estimator	45,000-55,000	49,000
CAD Technician	28,000-35,000	31,000

East of England	£ Range	£ Typical
Director	50,000-70,000	55,000
Senior Contracts Manager	45,000-58,000	49,000
Contract Quantity Surveyor	30,000-40,000	37,500
Project Manager	38,000-55,000	45,000
Project Engineer	30,000-40,000	35,000
Estimator	32,000-45,000	40,000
CAD Technician	22,000-26,000	24,000

South West England	£ Range	£ Typical
Director	50,000-58,000	55,000
Senior Contracts Manager	45,000-50,000	45,000
Contract Quantity Surveyor	38,000-45,000	40,000
Project Manager	40,000-45,000	45,000
Project Engineer	35,000-45,000	35,000
Estimator	35,000-45,000	38,000
CAD Technician	25,000-30,000	28,000

Wales	£ Range	£ Typical
Director	52,000-60,000	53,500
Senior Contracts Manager	40,000-50,000	46,000
Contract Quantity Surveyor	34,000-44,000	38,500
Project Manager	37,000-42,000	40,000
Project Engineer	28,000-35,000	34,000
Estimator	30,000-37,000	35,000
CAD Technician	24,000-34,000	26,500

West Midlands	£ Range	£ Typical
Director	55,000-70,000	58,000
Senior Contracts Manager	40,000-55,000	48,500
Contract Quantity Surveyor	33,000-40,000	38,000
Project Manager	35,000-50,000	42,000
Project Engineer	30,000-40,000	36,000
Estimator	28,000-40,000	38,000
CAD Technician	22,000-32,000	26,000

East Midlands	£ Range	£ Typical
Director	47,000-57,000	52,000
Senior Contracts Manager	43,000-55,000	44,000
Contract Quantity Surveyor	40,000-45,000	40,000
Project Manager	40,000-46,000	43,000
Project Engineer	30,000-38,000	34,500
Estimator	35,000-45,000	40,000
CAD Technician	25,000-30,000	27,500

Yorkshire and the Humber	£ Range	£ Typical
Director	55,000-60,000	56,000
Senior Contracts Manager	34,000-43,500	37,000
Contract Quantity Surveyor	30,000-40,000	35,000
Project Manager	40,000-57,000	43,000
Project Engineer	30,000-40,000	32,000
Estimator	25,000-35,000	33,000
CAD Technician	21,000-26,500	24,000

CONSTRUCTION, ENGINEERING & PROPERTY BUILDING SERVICES

Consulting

London	£ Range	£ Typical
Director	80,000-100,000	85,000
Associate	60,000-75,000	68,000
Senior Design Engineer (M&E)	50,000-65,000	55,000
Intermediate Design Engineer (M&E)	32,000-40,000	38,000
Junior Design Engineer (M&E)	24,000-30,000	28,000
Revit/BIM Technician	40,000-55,000	41,000
CAD Technician	30,000-38,000	34,000
Professional Quantity Surveyor	45,000-70,000	60,000
Sustainability Consultant	50,000-60,000	55,000

South West England	£ Range	£ Typical
Director	52,000-65,000	55,000
Associate	48,000-60,000	51,000
Senior Design Engineer (M&E)	40,000-50,000	45,000
Intermediate Design Engineer (M&E)	30,000-40,000	35,000
Junior Design Engineer (M&E)	24,000-28,000	25,000
Revit/BIM Technician	30,000-40,000	35,000
CAD Technician	25,000-30,000	28,000
Professional Quantity Surveyor	40,000-50,000	45,000
Sustainability Consultant	40,000-50,000	45,000

South East England	£ Range	£ Typical
Director	62,000-72,000	67,000
Associate	52,000-60,000	56,000
Senior Design Engineer (M&E)	45,000-55,000	51,000
Intermediate Design Engineer (M&E)	30,000-35,000	32,000
Junior Design Engineer (M&E)	26,000-32,000	28,000
Revit/BIM Technician	35,000-42,000	38,000
CAD Technician	28,000-34,000	31,000
Professional Quantity Surveyor	55,000-65,000	57,000
Sustainability Consultant	40,000-45,000	42,000

Wales	£ Range	£ Typical
Director	52,000-57,000	53,500
Associate	40,000-52,000	50,500
Senior Design Engineer (M&E)	38,000-45,000	43,500
Intermediate Design Engineer (M&E)	28,000-35,000	34,000
Junior Design Engineer (M&E)	22,000-25,000	23,500
Revit/BIM Technician	30,000-35,000	34,000
CAD Technician	23,000-28,000	27,500
Professional Quantity Surveyor	34,000-42,000	38,000
Sustainability Consultant	38,000-45,000	41,500

East of England	£ Range	£ Typical
Director	50,000-70,000	61,000
Associate	50,000-65,000	51,000
Senior Design Engineer (M&E)	34,000-55,000	45,000
Intermediate Design Engineer (M&E)	30,000-40,000	35,000
Junior Design Engineer (M&E)	17,500-25,000	23,000
Revit/BIM Technician	28,000-37,000	30,000
CAD Technician	25,000-37,000	28,000
Professional Quantity Surveyor	40,000-50,000	45,000
Sustainability Consultant	40,000-60,000	48,500

West Midlands	£ Range	£ Typical
Director	55,000-65,000	60,000
Associate	48,000-55,000	50,000
Senior Design Engineer (M&E)	38,000-45,000	42,000
Intermediate Design Engineer (M&E)	25,000-32,000	28,000
Junior Design Engineer (M&E)	18,000-22,000	21,000
Revit/BIM Technician	26,000-34,000	29,000
CAD Technician	23,000-30,000	26,000
Professional Quantity Surveyor	32,000-43,000	38,000
Sustainability Consultant	38,000-46,000	43,000

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Electrical Inspector

London, South East

From £30,000 to £35,000 per annum + 25 days holiday + Bank holidays +

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Electrical Inspector

Add Resource and Labour – London

£30,000 - £35,000 Base (depending on experience)

Monday to Friday

25 days holiday + Bank holidays + Pension + Life Assurance

The Company....

This well renowned Company is looking to recruit an Electrical Inspector to assist the successful team in coping with an ever increasing demand of their products and services.

In return you can expect an excellent package and to receive ongoing support as well as training and development to ensure you maintain the company's high standards.

To apply for this position, you must have....

1) Strong experience gained as an Electrical Inspector ESSENTIAL

Candidates suitable for this position can live anywhere in the following locations....

Banstead

Borehamwood

Camberwell

Cobham

Dartford

East London

Epsom

Grays

Gravesend

Greenwich

Hammersmith

Kensington

Kentish Town

Lambeth

Lewisham

Merton

Mitcham

Morden

North London

North West London

Potters Bar

Richmond

South Croydon

South London
South West London
South Ockendon
South Oxney
Staines
Swanley
Tooting
Waltham Abbey
Watford
Wandsworth
West London
Weybridge

Contact: Clare Taylor
Reference: Totaljobs/388
Job ID: 64867643

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Apply
(/job/64867643/apply?
TemplateType=Standard)

Saved job

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(/Contents/Help/OCAHelp.html)

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Search results

Electrical Inspection Engineer

Posted 9 February by MJ Recruitment Solutions

London, South East England

£40,000 - £50,000 per annum

Permanent, full-time

15 applications

Apply now

Our client has a successful and growing mechanical and electrical engineers' Group delivering a wide range of consultancy services encompassing lifts, fire safety equipment, door entry, water hygiene and domestic gas and electrical consultancy.

They are seeking an experienced and qualified **Electrical Inspector** to join their mechanical and engineering team based at offices in Central London. This represents an excellent opportunity to join a well-established and forward thinking Consultancy Practice with excellent career prospects.

The Role:

- A qualified Mechanical/Public Health Inspector to undertake pre/post installation and commissioning inspections during new build, replacement and upgrade programmes to housing and commercial projects across London and the South East.
- The role will be office based involving close liaison with the main developer client, contractors and construction administrators.
- We are looking for someone who is excellent at client facing services and is able to secure and develop the brief to enhance and grow inspection services with client groups.
- Close working and co-ordination with the M&E design teams is essential, as is document management, record keeping and inspection process delivery.

- A working knowledge of renewable technologies and electrical services integrated with mechanical services will be advantageous to the role.

Hours: 09.00 - 17.00, Monday to Friday

Holidays: From 24 days per annum, rising to 30 days depending on length of service

Pension: Excellent contributory pension, with life assurance

MJ Recruitment Solutions regret that only successful applicants will be responded to.

Required skills

Commissioning Document Management Electrical Mechanical
Inspections M&E

Application questions

Are you a qualified Inspection Engineer?

Yes

No

Do you have a working knowledge of renewable technologies?

Yes

No

Do you have proven pre/post inspection experience for housing & commercial projects?

Yes

No

Apply now

Shortlist

Email job

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Electrical Inspector

Job Type: Permanent
Location: Central London
Salary: £37,400 - £41,500
Start Date: Immediate
Duration:
Reference: 310364-NW-13-07

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This vacancy was placed on
21 Jul 2015 by

Harvard & Voss

Feeling stuck in your current job? Fed up of repetitive work? Our friendly family-run company has an opportunity for an energetic, ambitious mobile electrical inspector and tester to join our team of specialists in residential and commercial works. With clients ranging from householders and private landlords to brand-name retailers and global companies, no two days are the same. You'll thrive on the variety and challenges that we can offer.

You will be able to demonstrate a substantial track record of unsupervised work which includes fault finding, the ability to complete certification to a high standard and quality supervision. You may even have experience as a Qualified Supervisor. You may previously have supervised other electricians and trainees. However, you'll be willing to take on your share of call-out work, and help other electricians on projects if need be.

Your career so far will reflect a genuine interest in working in the residential or commercial maintenance sectors. You'll be qualified to 2391/5 level, speak and write fluent English and hold a full driving licence. You'll have computer access and be computer literate, able to work with packages including Excel. You'll live inside the M25, within easy travelling distance of our clients in Central London.

People who work with us enjoy dealing directly with customers. They take pride in achieving high standards of work, like meeting people from all walks of life, and, in return, are treated with respect by our friendly team.

This job is offered as a permanent full-time post, subject to a probationary period. We offer a highly competitive salary and a discretionary profit sharing scheme. You'll have 32 days paid holiday, use of a van, and, after a probation period, uniform and a fuel card. You'll have financial support for training and development and opportunities to develop new professional skills, including becoming involved in management and administration.

Please take a look at our website: [www.harvardandvoss.co.uk](#) to find out more about us. If you are interested in working with us, please e-mail a full current CV.

Applying For This Position

Unless otherwise stated, when applying for a job, you should ensure that you're already authorised to work in the country where the role is located.

Please Note

There is no need to provide bank account details or payment to any person or organisation when applying for a job.

If you have any concerns about this job then please [contact us](#) or [visit our website](#).

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Engineer Vacancies

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Building (Electrical) Services Inspector

[Camden Council \(/employers/945/search\)](#)



Reference: LBC00925

Published on: Thu 16/07/2015 13:45 PM

Closing on: Sun 02/08/2015 23:58 PM

Working Pattern: Full Time, Permanent

Hours: 36

Salary: £31,209 - £36,204

DBS Check: No

Location: NW1 7DB

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Building (Electrical) Services Inspector

Permanent, Full time 36 hours per week

Level: 3 Job Zone: 2

Starting salary of £31,209 – £36,204 + 25 days holiday (27 after 5 years' service)



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SOMERSET
County Council

About Us

In Camden, community is everything. That's why we've established a plan to help us deliver a difference to our residents and neighbourhoods. The Camden Way will not only strengthen our organisation, but will make a difference to what we provide the borough. We want to create a place where everyone feels involved and proud to live in. The way we work demands us to think differently and find new, innovative ways to deliver first class services, making sure everyone knows they have a chance to succeed and where nobody gets left behind. As one of London's most diverse and vibrant boroughs, we have the opportunity to create a place that works for everyone. And we're looking for enthusiastic, passionate people to join us in this exciting venture. We are ready for the next step. We are Camden.

The Role

To ensure that Camden's electrical planned and reactive works to housing stock and assets are delivered to the highest standards of quality, customer satisfaction and health and safety through in-work and post inspections. Working with contractors and delivery teams in assessing technical solutions and to implement improvements to service delivery and develop the service's technical standards. Make sure procedures comply with legislation and regulatory frameworks.

Key Accountabilities

Main Duties and Responsibilities

Carry out inspections in line with the quality assurance framework to ensure that the delivery of Camden's electrical services comply with regulatory, statutory and legal frameworks by rigorous quality assurance techniques and monitoring of processes. Through independent inspections ensure that problems with service delivery and quality are identified and remedied. Deliver continuous improvement through determining required actions and effective working with the delivery teams, contractors and all relevant stakeholders.

To identify trends and issues that need to be raised at contract performance meetings related to compliance, cost, quality and health and safety.

To specify and / or agree corrective action with the contractor where problems have been identified.

Record inspection results on the Council's IT systems or provide written reports as appropriate to monitor contractor performance, capture areas in need of improvement and identify risks that need to be managed.

Work constructively with partnering and measured term contractors and staff across the division to develop solutions where issues with electrical works and installations have been identified.

Note: All Camden employees are expected to be flexible in undertaking the duties and responsibilities attached to their post and may be asked to perform other duties

Skills & Experience

Qualifications: The applicant will hold or be working towards a professional qualification in an Electrical field such as:

- Experience:**

- Other**

- The post holder will be required to be adaptable, working in an environment that is subject to changing and conflicting priorities, meeting tight deadlines which can change on a daily basis.

- The post holder will meet regularly with colleagues in the division, contractors and all stakeholders and must be confident in meeting people and providing a positive image for the council.

- Make it work for you. Make it your Camden.**

Equal Opportunities

Camden Council is committed to diversity. We encourage applications from all sections of our diverse community and welcome applications from candidates from a BME background.

Camden has a strong flexible working culture which is critical to the delivery of high quality and value for money services to our residents.

Wherever possible we will offer working arrangements that match the flexible needs of individuals and positively welcome applications from candidates interested in jobs on a part-time, job share or other flexible basis.

Camden is committed to safeguarding and promoting the welfare of vulnerable adults, children and young people and expects all staff and volunteers to share this commitment.



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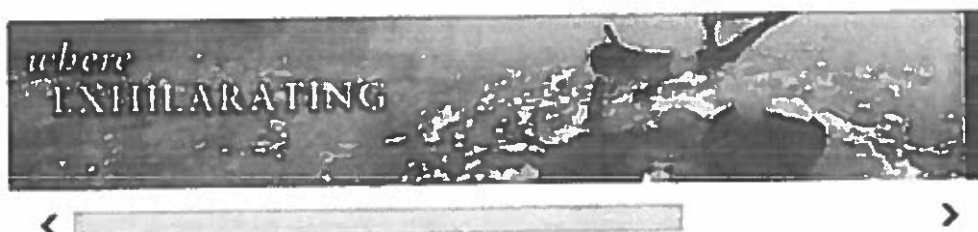
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ES Jobs

Poor image hits public sector hiring

The buoyant jobs market is making a switch from the public to private sectors an attractive prospect. However, poor perception is deterring many from joining the public sector and making it harder for those leaving to find jobs in commercial firms. What can be done about the image problem, asks NIKI CHESWORTH

Nearly two-thirds of public sector organisations are having recruitment difficulties. Although only one in 10 has had to fill vacancies less than in the private sector, the public sector is struggling to find sufficient staff, according to the Chartered Institute of Personnel and Development (CIPD).

Cuts to pensions, dependent pay and the prospect of further redundancies – and therefore job losses – make it hard for some candidates who have so short a gap of better paid jobs with better prospects to choose from in the private sector. However, the most common issue recruiters face when assessing candidates is not to do with compensation. It is the poor perception of the public sector, according to a CIPD for Recruitment and Business Research survey.

Some 60,000 to 100,000 public sector workers are expected to lose their jobs over the next five years following the Chancellor's recent spending review. However, the cuts could be even greater with the Office for Budget Responsibility suggesting public sector employment could fall by as much as 400,000 by 2020. This is on top of the 450,000 workers who have been made redundant from the sector since 2010.

In London, the decline has been relatively small – only a four per cent drop in public sector employment over the past five years. So perhaps the perception of the public sector as "not open for business" is wrong in the capital. The other perception, that the public sector is low-paid, is not entirely true.

A report from Quidale Group, the outsourcing specialist, actually found that pay is typically higher in the public sector – private sector wages are typically around 85 per cent of those in the public sector (although this is not



Tough decision
It is forecast that
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public sector
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following the
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But the decline
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relatively small
in London.

a like-for-like comparison) because the public sector includes highly skilled degree-level occupations, such as doctors and teachers, while the private sector has some of the lowest paid occupations, such as bar and restaurant staff, hairdressers and cashiers.

HOW TO LEAVE

"All a whole, the private sector does not actively seek candidates from the public sector, so it can be a challenge making the move," warns David Caldicott, director at recruiters Hays.

"Although I do not think it is entirely true that the public sector is entirely focused on process and the private sector on outcome, it is important to address these misconceptions when applying for a role.

"If you are applying for a job in the private sector, understand what the employer is seeking and be very clear about what you have achieved, not just what you have done – talking about these achievements in a way that is relevant to the private sector.

"High-level talking about how you can add value, improve productivity, rather than managing stakeholder involvement. If you cannot express your achievements in this way, the employer may think you will struggle to make the change to the private sector."

In addition to achievements, Caldicott advises candidates to focus on their transferrable skills and once again the "ones relevant to the private sector".

Dealing with a different application process can also be a challenge.

"In the public sector, there tends to be a lengthy and very structured application process but this is rarely the case in the private sector," says Caldicott.

"Public sector candidates often want to be everything that they have hope throughout their career, but in the private sector there are often no set forms and CVs are much shorter. So distil what is important into just two pages. Without structured format, you also need to tailor your application to the job – so reflect the words that are in the advert to show that you meet the requirements."

The other issue is additional skills or

experience that public sector candidates lack – adaptability, dynamism and commercialism.

"Private sector employers may doubt you have these skills if you have spent your entire career in one organisation," says Caldicott.

"So you may have to educate the employer as to how large and complex that organisation is. Many local authorities are the equivalent of a £1bn 250 business and you may have done a number of different roles in different departments, so articulate this clearly. The same applies to commercial awareness.

"Finally, the aspect of your CV that could clinch you the role is the fact that you may have had more strategic experience compared to those at a comparable level in the private sector. One of the advantages of budget cuts and recruitment freezes is that those working in the public sector often work on

big projects in terms of complexity, they have more experience and not necessarily junior level than others in the equivalent role in a commercial organisation."

SHOULD I GO THE OTHER WAY?

"Do not discount roles in the public sector," says Caldicott. "The initial thought may be to make a move to look at the public sector as a solution when in fact it is a source of talented organisations. Many of these are dynamic and there are a lot of incredibly intelligent individuals working in the public sector.

"However, the things that might make a public sector role an attractive proposition are: it is an exciting time to join as there is a lot of change; you can make a real difference to people's lives; and you may be able to get greater strategic experience and better opportunities because organisations are likely to be leaner.

"Do not be deterred by the financial implications and make sure you will be financially comfortable. But will generally be more secure than in a private sector role.

"However, you will be a detriment if it is only part of the story public sector organisations need to tell. There are other benefits, such as pensions, so

TOP TEN ROLES DIFFICULT TO FILL

■ Recruitment Development
■ Engineers
■ Environmental Engineers
■ Nurses
■ Sales and marketing
■ Doctors

■ Civil, electrical and professional
■ Communications and IT
■ Chartered accountants
■ Business development
■ Accountants/Finance

SOURCES: CIPD

'Endemic' leaveism a threat to productivity and mental health

Anti-presenteeism, leaveism – the practice of taking holiday instead of sick leave when you are ill, causing organisations to complete work late. Hence that cannot be fulfilled during missed working hours – is now being practised in the public sector. For example, three-quarters of

police officers admitted they had taken annual leave instead of reporting in sick or leaving work unfinished.

Professor Sir Cary Cooper of Manchester Business School, who co-authored the paper on leaveism, says that the police are likely to be a bellwether for the public sector as a

result of budget cuts and employees' loyalty, forcing them to work longer hours to complete the work.

Called 'leaveism', leaveism in the public sector, he says, is affecting local and central government but warns as employees reach work saturation it could lead to increased

sickness absence. Presenteeism is adding to the problem, with almost a third of employees admitting going to work despite being ill. It is now costing the UK economy twice as much as absenteeism, according to Professor Cooper, and is also rising rapidly, with three in 10 employers

reporting an increase in the past 12 months. Employees that had adopted an increase in presenteeism were found to be nearly twice as likely to take a rise in stress-related absence, and twice as likely to report an increase in mental health problems among staff.

ISLINGTON COUNCIL

PERSON SPECIFICATION

Department	Property Services	Section/Division	Electrical services
Designation	Electrical Inspector	Ref Number	
Grade	SO1/2	Hours	35 per week

Requirement		Essential
Education and Experience	SO1/2	<p>HNC in building services Engineering or equivalent with practical experience.</p> <p><u>Or</u></p> <p>A recognised apprenticeship or training programme with subsequent general experience of Building Services Engineering.</p>
Knowledge / Skills and Abilities		<ol style="list-style-type: none"> 1. Must be able to demonstrate experience and knowledge of electrical services engineering systems, planned maintenance, repair and refurbishment. 2. Ability to communicate, both verbally and in writing, with other members of staff within the office, other council departments, area offices, working parties, external clients and agencies, councillors and committees, tenants, contractors and consultants. 3. Ability to write technical reports. 4. Must be able to investigate and recommend solutions to service engineering design and maintenance related technical problems. 5. Ability to plan and deliver small projects within budget and within time. 6. Ability to contribute to budget preparations, to monitor and control costs

	<p>and to ensure that services are provided in a cost effective and competitive manner in accordance with quality plans and within a framework of Best Value.</p> <ol style="list-style-type: none"> 7. Ability to assist with staff training, development, welfare and safety of staff within the service. 8. Ability to supervise work in progress. 9. Ability to liaise with other members of the design and /or maintenance team. 10. Knowledge of services engineering design and specification, project management and planned maintenance programmes. 11. Ability to provide on-site inspection of engineering installations and equipment. 12. Knowledge of services engineering Statutory Regulations, Codes of practice, and British Standards. 13. Knowledge of engineering forms of contracts. 14. Ability to attend evening meetings. 15. Ability to operate within agreed fee levels and time allocations. 16. Ability to advise on the appraisal, selection, appointment and monitoring of contractors and sub-contractors. 17. Ability to undertake supervisory responsibilities within the context of the Dignity for All policy 18. Ability to deliver services to the public within the DFAP framework.
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ISLINGTON COUNCIL

JOB DESCRIPTION

Ref No:

Grade SO1/2

POST TITLE

Technician / Inspector – Electrical

RESPONSIBLE TO

Senior Electrical Engineer – as directed

INTRODUCTION

The Technician/Inspector – Electrical will be responsible for supporting the electrical team in its statutory and professional accountabilities and service deliveries.

The Technician / Inspector–Electrical shall be committed to work to the Islington Council's core principles and key aims.

PRIMARY JOB FUNCTION:-

- 1 The key responsibility of the Electrical Inspector will be to ensure all aspects of electrical works carried out on site by contractors meet the exacting requirements of the project technical brief/specification and drawings.
- 2 The Electrical Inspector must maintain detailed diaries and site notes on a daily basis.
- 3 The Electrical Inspector shall establish and maintain good channels of communication with client officers, contractors, residents, colleagues and any other stakeholders.
- 4 Undertake adequate site inspection and monitoring on all projects assigned covering for colleagues from time to time, as appropriate.
- 5 Assist with the preparation of project reports for Committees, Area forums, Working Parties, Client Organisations, Tenant Associations and external agencies. Provide effective liaison and attend such meetings as required to maintain adequate communication.
- 6 Provide the highest standard of on-site quality assurance and audit inspection. Provide relevant information and advice to ensure budget control and contract management are achieved on all projects and contracts, paying particular attention to Health and Safety, Contractual Obligations, Contractor Performance, Client Satisfaction and Maintenance Implications.
- 7 Provide on-site inspection of engineering installations and equipment and, advise/report on related condition and appropriate remedial works where necessary in the prescribed format.

February 2014

- 8 Assist the Group Leader and the team in providing advice and guidance as appropriate concerning on-site engineering solutions, specifications, maintenance requirements, estimates, selection of materials and equipment and inspection regimes etc.
- 9 Ensure that work is in accordance with the relevant standards, statutory regulations.
- 10 Provide on-site survey information in order to assist in the preparation of scheme drawings, specifications and contract documents.
- 11 Ensure effective briefing, direction and liaison is provided. Assist in examining schemes for feasibility, viability and for adherence to Islington Council standards, policies and practices.
- 12 Liaise as directed with consultants, statutory undertakings and other relevant organisations.
- 13 Inspection and testing of completed projects, preparation of schedules of defects, checking of remedial works and completion of appropriate records/certificates for internal use.
- 14 Advise on the appraisal, selection, appointment and performance of contractors and sub-contractors.
- 15 Take responsibility for supervising contractors on small remedial works projects as directed by the Senior Engineer. Ensure that services are provided in accordance with Islington Council's commitment to "Best Value" and high quality service provision to service users.
- 16 Ensure compliance with Health and Safety legislation, including CDM regulations, and Islington Council's Health and Safety policies.
- 17 Use and assist others to use information technology systems to carry out duties in the most efficient and effective manner.
- 18 At all times to carry out responsibilities and duties within the framework of Islington Council's Dignity for all Policy.
- 19 To perform any other reasonable, minor and non-recurring duties, appropriate to the post as many be directed.
- 20 Recruitment to this post is subject to satisfactory disclosure through the Criminal Records Bureau.

The title of the post to which the individual will normally report to is:

Senior Electrical Engineer

Signed: _____

Date: _____

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Market Supplement Payment Request Form

Before completing this form please refer to the Market Supplement Policy.
All relevant section of this form must be completed before submission to the next stage.

Please complete a separate application from for each post that a Market Supplement is required for.

Part A - General Information about the post – to be completed by the Manager.		
1	Title of post for which a supplement is required	Mechanical Engineer
2	Posts Reference Number	L000012070 L000012071 L000012072
3	Current grade of post and salary range	PO2 – PO3, £33,639 to £39069
4	Proposed amount of Market Supplement	£11,000
5	Date job description last reviewed / evaluated	30-10-2015
6	Service Area	Housing Property Services
7	Department	Capital Programme Delivery Team
8	Section / Unit	Mechanical & Electrical Team (aka M and E team)
9	Is this a stand alone application or part of a group application? If part of a group application, please give all the other post reference numbers and job titles for which a separate application is / has been made.	<p>Group Application</p> <p>Mechanical Engineer X 3</p> <p>L000012070 L000012071 L000012072</p> <p>In addition, applications are also being prepared for the following posts within the Mechanical and Electrical Team:</p> <p>Group Leader Mechanical and Electrical team x1 Senior Mechanical Engineer x1 Senior Electrical Engineer x1 Electrical Engineers x3 Mechanical Inspectors x2 Electrical Inspectors x2 Lift Engineer</p>
10	Name of Manager making the application	Garrett McEntee
11	Designation	Technical Services Manager
12	Date of application	15/12/2015

Part B – Business Case for a Market Supplement - to be completed by the Manager

13	<p>Is the supplement required to retain an existing employee or to recruit a new employee into a post?</p> <p>The supplement is required to in order to recruit full time employees into existing posts.</p>
13a	<p>What is the anticipated detrimental impact on the operation of the council and its services of failing to recruit to, or retain, a suitable employee in this post?</p> <p>The Mechanical Engineers are responsible for organising the maintenance and ongoing repairs to the mechanical plants serving the Council's housing estates. This includes heating systems, (both domestic and communal boilers), hot water systems, communal ventilation systems, some cold water systems e.g. communal water tanks, and water pumps. All of our residents including vulnerable residents rely daily on this equipment functioning correctly and efficiently. It is the responsibility of the mechanical engineers to inspect, identify systems in need of preventative repairs or replacement, procure specialist contractors, specify work needed, oversee works on site. This is very specialised work and requires a high degree of technical expertise and knowledge to ensure major plant failure is avoided. .</p> <p>Failure to recruit to these posts risks failing to maintain essential services to our residents, which is not only illegal but will at the very least cause enormous inconvenience but in the worst case scenario, where vulnerable residents are concerned will result in mortalities.</p>
13b	<p>What alternatives have been considered to a market supplement (e.g. use of agency staff)?</p> <p>There are currently 2 vacant Mechanical Engineering posts in the Mechanical team despite a large and well advertised recruitment exercise in 2014. Orders have been raised on Comensura to fill the posts utilising agency staff and this has proved unsuccessful. After careful screening of a number of possible engineers put forward by the agencies only one candidate was deemed suitable. A temporary job was offered to this candidate but he subsequently declined to take up the post, having been offered more money elsewhere. Unfortunately we are competing with private sector organisations as well as other social landlords when trying to fill these vacancies.</p> <p>At one time the benefits that the Council offered staff were very attractive however, it has become apparent that private sector providers are now offering benefits over and above that offered by the Council such as car allowance payments, private health care, paid professional fees and more. .</p> <p>There is still an on-going search for a temporary Mechanical Engineer .</p> <p>A Business Case was approved in March 2015 to procure the services of an external M & E Consultant, as a result a sizeable volume of work has been progressed utilising this resource.. However, it is felt that this is unsustainable in the long run as it is an expensive option and still requires a disproportionate amount of in-house staff time to monitor the consultant through processes specific to LBI. .</p> <p>So far the cost of the Consultant Appointment has been £130,000 for 12 months work.</p>



	<p>The cost of temporary mechanical staff over the last 12 months (Oct 2014 - Oct 2015) has been £186,941. It is accepted that in order to progress the next years mechanical capital programme of work there will be a requirement to adopt further consultancy services if suitable temporary or permanent staff cannot be appointed..</p> <p>Consideration has been given to the recruitment of junior posts where their expertise could be developed within the team. While it is accepted that this approach could yield good results in the longer term, experienced staff are needed in the shorter term to provide the mentoring to the more junior staff.</p>
13c	<p>Provide details of the outcome of previous attempts to recruit to this post and/or difficulties in retaining employees in the post due to its remuneration, including exit interview information:</p> <p>As eluded to above, the Capital Programme Delivery team undertook a large and very well publicised recruitment exercise in 2014 with assistance from Jobs Go Public. Amongst other vacancies within the Capital Programme Delivery team 9 M&E posts were advertised, two of which were Mechanical Engineer posts. A further Mechanical Engineering post subsequently became available following the retirement of an officer due to ill health in mid 2015.</p> <p>The recruitment exercise using Jobs Go Public failed to identify suitable candidates for 6 of the 9 posts advertised for the team. One of the Mechanical Engineering posts was filled by an existing agency member of staff.</p> <p>Candidates for the other positions were unable to demonstrate the requisite, attitude, experience, skills and/or abilities during interviews to fulfil the requirements of the post,</p> <p>As indicated above, interviews to fill the posts utilising agency staff have taken place on number of occasions since the full time recruitment exercise in 2014, but have been unsuccessful.</p> <p>The range of skills needed (technical knowledge and ability along with project management skills, design experience and interpersonal skills) combined with the current remuneration and general technical skills shortage in the industry has resulted in making the posts almost impossible to recruit to. Recent articles in the press have highlighted Engineering posts as one of the top ten most difficult posts to recruit to. (Appendix A)</p>
13d	<p>Supply evidence of steps taken to maximise the attractiveness of this role and the likelihood of recruiting to it:</p> <p>As part of our large recruitment drive in 2014 Jobs Go Public set up a special microsite for all our roles which was used to highlight the attractions of working for Islington Council such as the Council's commitment to training, flexible working conditions, attractive pension; and discounted gym membership.</p> <p>As a result of the disappointing recruitment exercise we sought informal advice on pay scales, benefits annual leave etc. from private consultancy companies. It became evident that many private sector employers offer a higher base salary to engineers in equivalent posts and in addition provide numerous valuable benefits, such as car</p>



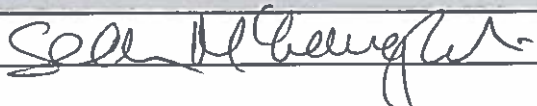
	allowance, private medical care, paid professional fees and more to their employees .(Appendix B – Salary Evidence)																																				
13e	<p>Provide detailed information about the local labour market relevant to this post using specific comparator jobs or survey information:</p> <p>Source : Hayes 2016 Salary Survey Guide</p> <table border="1"> <thead> <tr> <th></th><th>Salary:</th><th>Typical</th></tr> </thead> <tbody> <tr> <td>Senior Design Engineer (M&E)</td><td>50000-65000</td><td>55000</td></tr> <tr> <td>Project Engineer</td><td>35000-50000</td><td>44000</td></tr> </tbody> </table>		Salary:	Typical	Senior Design Engineer (M&E)	50000-65000	55000	Project Engineer	35000-50000	44000																											
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Senior Design Engineer (M&E)	50000-65000	55000																																			
Project Engineer	35000-50000	44000																																			
13f	<p>Provide information to cover at least 3 comparator roles and include the job descriptions (including management span and budget responsibilities), person specifications and overall remuneration and benefits package (including annual leave entitlement and other benefits) of roles cited as comparators:</p> <table border="1"> <thead> <tr> <th>Employer/agency</th><th>Published salary</th><th>Job title</th><th>Mgt Span</th><th>Budget</th><th>Benefits</th></tr> </thead> <tbody> <tr> <td>Beeby Anderson Recruitment</td><td>£40 to £45K</td><td>Intermediate Mechanical Engineer</td><td>0</td><td>0</td><td>Pension and flexible working</td></tr> <tr> <td>Beeby Anderson Recruitment</td><td>£50K to £60K</td><td>Mechanical Design Engineer</td><td>0</td><td>0</td><td>Performance bonus</td></tr> <tr> <td>Hays</td><td>£45 to £55</td><td>Mechanical Project Manager</td><td>0</td><td>0</td><td>None mentioned</td></tr> <tr> <td>Hays</td><td>£40k – £60K</td><td>Building services Engineer (Design and project management)</td><td>0</td><td>0</td><td>None mentioned</td></tr> <tr> <td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table> <p>These roles were not advertised with full jobs descriptions and person specifications. The adverts were inviting those interested to submit their CV or phone for a discussion. Salaries on offer were however consistent with that advertised in the Hays Salary Survey.</p>	Employer/agency	Published salary	Job title	Mgt Span	Budget	Benefits	Beeby Anderson Recruitment	£40 to £45K	Intermediate Mechanical Engineer	0	0	Pension and flexible working	Beeby Anderson Recruitment	£50K to £60K	Mechanical Design Engineer	0	0	Performance bonus	Hays	£45 to £55	Mechanical Project Manager	0	0	None mentioned	Hays	£40k – £60K	Building services Engineer (Design and project management)	0	0	None mentioned						
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Hays	£40k – £60K	Building services Engineer (Design and project management)	0	0	None mentioned																																
13g	<p>The amount and the calculation of the proposed supplement based on the median of the comparators used:</p> <p>£45K, £60K, £55, £60K,</p> <p>The median salary for the above posts is circa £54k</p>																																				



	<p>It should be noted that some of the above roles are for just for Mechanical <u>Design</u> Engineers, whereas Islington is looking to recruit engineers with the skill set detailed in the Job Description covering a much broader area of technical expertise including design engineering, financial administration, procurement, customer complaints, and project management of the work from inception to completion. The roles require preparation of the detailed design for the scheme, procurement of suitable contractors, Project Management of the scheme and supervision of the works while on site .</p> <p>It is possible that this scope of service would command a higher salary than that advertised above because of the array of areas covered under the role.</p> <p>The maximum pay scale Islington currently offers is £39,069, (following job evaluation). This would indicate a market supplement of £15k</p> <p>It is thought that an engineer's post would be attractive if the salary range went up to £50K, therefore including a salary supplement of £11K</p>
13h	<p>Confirmation that the cost of the market supplement if applied can be met from the service's existing budget:</p> <p>This application is part of a group application involving 14 posts. If all salary supplements that have been applied for are agreed and all post holders are paid at the top of the spinal column associated with their post, then the strain on the staffing budget will be £62K.. The detail behind this figure is contained within an attached table.</p> <p>This figure has been calculated using the estimated total salary costs for permanent staff (contained in an attached table provided by Finance Dept.), plus the annual salaries for temporary staff, (calculated by multiplying hourly rates by 35(hours) x 48(weeks). This has been taken as the starting point i.e. the amount being paid for staff at the moment. Replacing all agency staff with permanent staff results in a saving, however, when salary supplements are added the result is a £62K over spend. Averaged over 14 posts amounts to approximately £4,500 per post.</p> <p>There are however improvements to service anticipated to justify this expenditure: primarily the replacement of agency staff with permanent staff will result in higher calibre of staff (having satisfied a far more rigorous recruitment exercise), will be loyal to the organisation and will provide stability to the team. Investing in training will be more worthwhile.</p>
14	<p>Specify how the department will resist an equal pay / equal values challenge:</p> <p>The posts included in this "joint action" are all within the Capital Programme Delivery team, which is a team of approximately 70 members of staff, 65 of whom hold high level technical qualifications and carryout technical and professional services for Islington (Building surveyors, Architects, Quantity Surveyors, Clerk of Works), some are members of highly regarded professional</p>



	<p>bodies, such as RIBA (Royal Institute of British Architects), RICS (Royal Institute of Chartered Surveyors) and CIOB (Chartered Institute of Building). Islington is lucky to have retained a technical team, (most other London Boroughs rely almost entirely on building consultants to maintain their buildings and housing stock). There are many advantages to having an in-house team (the economic, efficient and sympathetic restoration of Rollit Housing being a case in point, design work, specifications, tendering, contract administration being carried out entirely using in house personnel). However, the job evaluation system used by Islington hardly recognises the difference in skill levels between a job that requires high level technical achievement and another job that does not.</p> <p>All of the above mentioned building professionals are employed in a vast array of jobs in private practice and private consultancies and so when recruiting to our posts we have to compete with this industry. The building industry is currently very buoyant, salaries plus benefits being paid externally are far higher than those offered by Islington Council.</p> <p>The mechanical and electrical engineering staff's salaries are currently at crisis point, hence this application, however the very low comparable salaries across all technically qualified staff within Capital Programme Delivery team and elsewhere within Housing Property Services is an issue. Further requests for salary supplements are likely to follow.</p>
15	<p>The payment of a market supplement is for a maximum of 12 months and must be reviewed on a regular basis to ensure that the conditions are still relevant. Specify how you will review the payment:</p> <p>Market forces in terms of job advertisements will be analysed by the Mechanical and Electrical Group Leader on an ongoing basis but will report more formally on an annual basis to the Head of Service in order to ascertain whether it is still appropriate to pay a market salary supplement.</p>

Part C Support from the Corporate Director / Assistant Chief Executive			
16	Application Supported by:		
17	Signature:		
18	Job Title:		Corporate Director Finance & Resources
19	Section / Department:		Finance and Resources HASS
20	Date	5/5/16	Extension

Please send completed form to your HR Business Partner for final sign off

Part D – Authorisation by HR, Finance and the Chief Executive		
21	Comment – Head of Human Resources	Date:



22	Comments - Finance	Date:
23	Signed – Chief Executive	Date



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Intermediate Mechanical Engineer – Building Services

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Recruiter	Beeby Anderson Recruitment
Location	London (Greater)
Salary	£40,000 - £45,000 depending on experience
Posted	15 Mar 2016
Closes	15 Apr 2016
Ref	BAR MO / 1209
Specialist area	Building services (general), Mechanical engineering
Function	Engineer
Contract Type	Permanent

My client is an established Mechanical, Electrical and Public Health consultancy who are looking for an Intermediate Mechanical Engineer to join their growing team. At present, my client is working here in the UK and internationally on commercial, mixed use, residential, rail, education and hotel projects. Project values regularly exceed £40m.

My client is looking for someone who can play a key role complex yet exciting projects. You will be expected to work as part of a team on a number of projects, work directly with clients from concept design to detailed design. In return you will be rewarded with career development and excellent pay within this growing company. Part of your role will be to:

- Work as part of a multi-disciplined team on a number of exciting projects
- Design of all mechanical solutions including HVAC, Pipework
- Provide Mechanical solutions, advise and client assistance
- Liaise with clients from initial conception to end delivery

In order to successfully apply for this exciting role as an Intermediate

Hours Full Time

Mechanical Engineer you will possess the following skills / experience:

- Mechanical engineering within the UK
- Strong technical skill set and experience
- Ability to work alone and/or part of a team
- Desire to grow be part of a Mechanical department

Salary

£40,000 - £45,000 depending on experience

For more information or to be considered, please call Michael Osborne or Send in your up to date CV.

Intermediate Mechanical Engineer – Building Services

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Mechanical Design Engineer – Building Services

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Recruiter Beeby Anderson Recruitment

Location London (Greater)

Salary £50,000 – 60,000

Posted 15 Mar 2016

Closes 15 Apr 2016

Ref BAR MO / 2701

Specialist area Building services (general), Mechanical engineering

Function Engineer

Contract Type Permanent

Hours Full Time

My client is fast growing and exciting Mechanical, Electrical and Public Health consultancy that solely works within Building Services. They are looking to hire due to growth, new business opportunities and gaining further market share. My client is looking to hire a Mechanical Design Engineer to join them and work on exciting varied projects. Projects range in value but regularly exceed £50m.

You will be part of a team that is responsible for the design and specification of Mechanical Design Building Services Installations, liaising with clients on a project by project basis, quality inspections, dealing with contractors and report writing for a number of projects based here in the UK and across the world.

When applying for this role as Mechanical Design Engineer you will have skills and/or experience in the following items in order to be successful:

- Mechanical solution design engineering within Building Services
- Degree educated
- Knowledge of British Standards and Building regulations

Qualification(s)

Degree in Mechanical Engineering or equivalent level

Salary

£50,000 – 60,000, personal/company performance bonus

For more information or to be considered, please call Michael Osborne or Send in your up to date CV.

Mechanical Design Engineer – Building Services

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Apply for Mechanical Design Engineer – Building Services

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- Engineer Mechanical engineering jobs in London (Central)

Mechanical Project Manager



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Recruiter	Hays
Location	Hampshire
Salary	£45000.00 - £55000.00 per annum
Posted	04 Dec 2015
Closes	01 Jan 2016
Ref	2613929
Contact	Matthew Hicken
Specialist area	Building services (general)
Function	Engineer
Contract Type	Permanent
Hours	Full Time

Mechanical Projects Manager for a leading contractor in the UK

Your new company

A well established contractor who work UK wide are looking to strengthen their team with a Mechanical Projects Manager for new projects they have coming up in the new year. Working mainly within the commercial and residential sector they pride themselves on achieving the highest standards that have built their excellent reputation in the market.

Your new role

you will be working on a new commercial projects that you will be running from the pre con stage up until completion with a value of up to 4m. You will need to have experience in managing similar value projects from all stages with a strong background in HVAC and commercial projects.

What you'll need to succeed

You will need to have at least 5 years experience in working in a PM role with a proven track record in delivering successful projects. You will have worked your way up from the tools into a PM position in order to have a solid understanding of installation.

What you'll get in return

You will get a very competitive salary with a package and the chance to join an established contractor across the UK offering excellent career progression and development opportunities.

- Liaise with the company's CAD staff to ensure production of CAD drawings to suit the project programmes

- Maintain contact with clients and other members of the design team to ensure project success and good client relationships

- Ensure all documentation is produced, issued and filed in accordance with the company requirements

If you're interested in applying to this vacancy then please contact James Bramfitt at RGB Network ASAP.

T: 020 7932 2800

E: jbramfitt@rgb.co.uk

Ref: 86492

More jobs like this

- Engineer Mechanical engineering jobs in London (Central)

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Building Services Engineer (Design and Project Management)

4 days left



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Recruiter	Hays
Location	London
Salary	£40000.00 - £60000.00 per annum
Posted	13 Nov 2015
Closes	11 Dec 2015
Ref	2524275
Contact	Ben Styles
Specialist area	Building services (general)
Function	Engineer
Contract Type	Permanent
Hours	Full Time

Multi Skilled Engineer (design and project management) for Building Services Consultancy Multi-skilled Building Services Engineer required for a Central London Consultancy to work on multiple contracts. This role will involve surveys, design management and project management of various M&E systems. This is a permanent position paying a very competitive salary and decent package.

This client are a leading Property consultant with multiple offices throughout the UK. They have recently moved into a new Central London office to allow the business to expand further. They have had a good couple of years and this looks to be continuing as they win new clients and maintain repeat business. They are becoming a well known name in the property sector and their M&E teams are growing accordingly. Typical clients for them are large blue chip commercial and industrial clients but of late they have diversified further into other sectors.

This position is going to play a key role in the expanding Engineering team. Job responsibilities will include design management and project management of commercial fit out / refurbishments, performance specifications, condition and dilapidation surveys and general technical

Senior Mechanical Design Engineer (Building Services), Central London



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2 days left



Recruiter	RGB Network
Location	Central London
Salary	£45k - £55k
Posted	02 Dec 2015
Closes	09 Dec 2015
Ref	86492-BO87H0
Contact	James Bramfitt
Specialist area	Mechanical engineering
Function	Engineer
Contract Type	Permanent
Hours	Full Time

A Senior Mechanical Engineer vacancy has become available at a small but successful building services consultancy to join their office in Central London. For this job the consultancy will offer a basic salary of between £45k and £55k for the right individual.

The consultancy has been operating for over 20 years and currently employs about 25 staff in their Central London office. They're currently involved with a mixture of new build and refurbishment projects across different sectors including commercial, residential, mixed use and retail. In addition to offering MEP design solutions, they have also developed an excellent reputation of delivering BIM and Revit MEP projects.

Working as part of team and independently, the job of the Senior Mechanical Design Engineer will involve:

- * Prepare designs and calculations for engineering systems in buildings using company approved software and calculation sheets

- * Prepare reports on mechanical HVAC engineering systems in buildings

- * Make visits to sites to inspect and report

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EMPLOYMENT INSIGHTS FOR A COMPETITIVE MARKET

CONSTRUCTION, ENGINEERING & PROPERTY BUILDING SERVICES

Contractors

London	£ Range	£ Typical
Director	70,000-100,000	85,000
Senior Contracts Manager	50,000-70,000	60,000
Contract Quantity Surveyor	45,000-75,000	55,000
Project Manager	50,000-65,000	60,000
* Project Engineer	35,000-50,000	44,000
Estimator	45,000-60,000	50,000
CAD Technician	30,000-45,000	36,000

South East England	£ Range	£ Typical
Director	60,000-75,000	67,000
Senior Contracts Manager	50,000-60,000	55,000
Contract Quantity Surveyor	50,000-65,000	53,000
Project Manager	50,000-60,000	55,000
Project Engineer	32,000-40,000	36,000
Estimator	45,000-55,000	49,000
CAD Technician	28,000-35,000	31,000

East of England	£ Range	£ Typical
Director	50,000-70,000	55,000
Senior Contracts Manager	45,000-58,000	49,000
Contract Quantity Surveyor	30,000-40,000	37,500
Project Manager	38,000-55,000	45,000
Project Engineer	30,000-40,000	35,000
Estimator	32,000-45,000	40,000
CAD Technician	22,000-26,000	24,000

South West England	£ Range	£ Typical
Director	50,000-58,000	55,000
Senior Contracts Manager	45,000-50,000	45,000
Contract Quantity Surveyor	38,000-45,000	40,000
Project Manager	40,000-45,000	45,000
Project Engineer	35,000-45,000	35,000
Estimator	35,000-45,000	38,000
CAD Technician	25,000-30,000	28,000

Wales	£ Range	£ Typical
Director	52,000-60,000	53,500
Senior Contracts Manager	40,000-50,000	46,000
Contract Quantity Surveyor	34,000-44,000	38,500
Project Manager	37,000-42,000	40,000
Project Engineer	28,000-35,000	34,000
Estimator	30,000-37,000	35,000
CAD Technician	24,000-34,000	26,500

West Midlands	£ Range	£ Typical
Director	55,000-70,000	58,000
Senior Contracts Manager	40,000-55,000	48,500
Contract Quantity Surveyor	33,000-40,000	38,000
Project Manager	35,000-50,000	42,000
Project Engineer	30,000-40,000	36,000
Estimator	28,000-40,000	38,000
CAD Technician	22,000-32,000	26,000

East Midlands	£ Range	£ Typical
Director	47,000-57,000	52,000
Senior Contracts Manager	43,000-55,000	44,000
Contract Quantity Surveyor	40,000-45,000	40,000
Project Manager	40,000-46,000	43,000
Project Engineer	30,000-38,000	34,500
Estimator	35,000-45,000	40,000
CAD Technician	25,000-30,000	27,500

Yorkshire and the Humber	£ Range	£ Typical
Director	55,000-60,000	56,000
Senior Contracts Manager	34,000-43,500	37,000
Contract Quantity Surveyor	30,000-40,000	35,000
Project Manager	40,000-57,000	43,000
Project Engineer	30,000-40,000	32,000
Estimator	25,000-35,000	33,000
CAD Technician	21,000-26,500	24,000

CONSTRUCTION, ENGINEERING & PROPERTY BUILDING SERVICES

Consulting

London	£ Range	£ Typical
Director	80,000-100,000	85,000
Associate	60,000-75,000	68,000
Senior Design Engineer (M&E)	50,000-65,000	55,000
Intermediate Design Engineer (M&E)	32,000-40,000	38,000
Junior Design Engineer (M&E)	24,000-30,000	28,000
Revit/BIM Technician	40,000-55,000	41,000
CAD Technician	30,000-38,000	34,000
Professional Quantity Surveyor	45,000-70,000	60,000
Sustainability Consultant	50,000-60,000	55,000

South West England	£ Range	£ Typical
Director	52,000-65,000	55,000
Associate	48,000-60,000	51,000
Senior Design Engineer (M&E)	40,000-50,000	45,000
Intermediate Design Engineer (M&E)	30,000-40,000	35,000
Junior Design Engineer (M&E)	24,000-28,000	25,000
Revit/BIM Technician	30,000-40,000	35,000
CAD Technician	25,000-30,000	28,000
Professional Quantity Surveyor	40,000-50,000	45,000
Sustainability Consultant	40,000-50,000	45,000

South East England	£ Range	£ Typical
Director	62,000-72,000	67,000
Associate	52,000-60,000	56,000
Senior Design Engineer (M&E)	45,000-55,000	51,000
Intermediate Design Engineer (M&E)	30,000-35,000	32,000
Junior Design Engineer (M&E)	26,000-32,000	28,000
Revit/BIM Technician	35,000-42,000	38,000
CAD Technician	28,000-34,000	31,000
Professional Quantity Surveyor	55,000-65,000	57,000
Sustainability Consultant	40,000-45,000	42,000

Wales	£ Range	£ Typical
Director	52,000-57,000	53,500
Associate	40,000-52,000	50,500
Senior Design Engineer (M&E)	38,000-45,000	43,500
Intermediate Design Engineer (M&E)	28,000-35,000	34,000
Junior Design Engineer (M&E)	22,000-25,000	23,500
Revit/BIM Technician	30,000-35,000	34,000
CAD Technician	23,000-28,000	27,500
Professional Quantity Surveyor	34,000-42,000	38,000
Sustainability Consultant	38,000-45,000	41,500

East of England	£ Range	£ Typical
Director	50,000-70,000	61,000
Associate	50,000-65,000	51,000
Senior Design Engineer (M&E)	34,000-55,000	45,000
Intermediate Design Engineer (M&E)	30,000-40,000	35,000
Junior Design Engineer (M&E)	17,500-25,000	23,000
Revit/BIM Technician	28,000-37,000	30,000
CAD Technician	25,000-37,000	28,000
Professional Quantity Surveyor	40,000-50,000	45,000
Sustainability Consultant	40,000-60,000	48,500

West Midlands	£ Range	£ Typical
Director	55,000-65,000	60,000
Associate	48,000-55,000	50,000
Senior Design Engineer (M&E)	38,000-45,000	42,000
Intermediate Design Engineer (M&E)	25,000-32,000	28,000
Junior Design Engineer (M&E)	18,000-22,000	21,000
Revit/BIM Technician	26,000-34,000	29,000
CAD Technician	23,000-30,000	26,000
Professional Quantity Surveyor	32,000-43,000	38,000
Sustainability Consultant	38,000-46,000	43,000

ISLINGTON COUNCIL

JOB DESCRIPTION

Ref No:

Grade Scale PO2/3

POST TITLE

Engineer - Mechanical

RESPONSIBLE TO

Senior Mechanical Engineer

SECTION

Mechanical Services

INTRODUCTION

The Mechanical Engineer will be responsible for supporting the Manager in statutory and professional accountabilities and service delivery.

The Mechanical Engineer shall be committed to work to Islington Councils core principles and key aims, the Housing Department's performance plan and the Architectural and Surveying Services (A&SS) team

PRIMARY JOB FUNCTION:-

The responsibility of the Mechanical Engineer will be to provide a professional mechanical engineering service. The Mechanical Engineer shall maintain the highest possible standards of achievement. He/She will ensure that projects, maintenance programmes and professional services and engineering functions are delivered on time, to budget and to the required quality.

The Mechanical Engineer shall establish and maintain clear communication with all stakeholders and ensure an integrated and customer focused service to residents of Islington and other users of the service. The Engineer shall lead or assist in the following areas as directed by the Senior Mechanical Engineer.

DUTIES COMPRISE:-

1. Manage multiple projects at any one time, both at design stage and while on site, ensuring projects are delivered on time and to budget.
2. Prepare draft project and maintenance contract reports for Committees, Area Forums, Working Parties, Client Organisations, Tenant Associations, and External Agencies and stakeholders. Arrange and attend such meetings as

required where a high degree of resident and stakeholder consultation takes place.

3. Represent the Head of Service when developing and delivering projects with clients and stakeholders to ensure projects are accurately scoped and delivered to the clients objectives both on time and within budget.
4. Deliver and maintain the highest standards of design, budget control and contract administration on all projects and maintenance contracts. Ensure that clients are fully briefed and engaged on all aspects and at all stages of each project and key milestones.
5. Ensure effective briefing, direction and liaison of any Consultants appointed.
6. Provide advice, and lead on procurement, design criteria and preparation of schemes, specifications, maintenance requirements, and estimates, selection of materials and equipment, project and contract management.
7. Provide assistance and advice to technicians / Inspectors regarding relevant standards and statutory regulations.
8. Assist in the appointment of consultants as and when required.
9. Act as lead officer on feasibility studies, viability and for adherence to Islington Council Standards, Policies and Practices.
10. Liaise and negotiate with consultants, statutory bodies and other relevant organisations.
11. Examine tenders, accounts and claims rendered by contractors for accuracy. Authorise/investigate further as appropriate.
12. Liaise with other departments concerning design, maintenance and user satisfaction feedback. Prepare lessons learnt report from results.
13. Undertake investigations , continued professional development and research concerning new techniques, systems and solutions in Engineering Services. Provide report on areas of effectiveness and recommendations for implementation.
14. Manage and monitor all projects within fee allocation and budget available and take corrective measures as necessary.
15. Advise on the appraisal, selection, appointment and performance of contractors and sub-contractors.
16. Take responsibility for the project management of medium sized projects and/or maintenance contracts including working with junior members of staff (including students) to develop their understanding of contract administration and Project Management

17. Carry out project management duties which may involve supervising the work of other staff within the project team.

The project management role may cover the following stages:

- Co-ordination with client from project inception stage
 - Feasibility , funding and detailed design
 - Health & Safety requirements
 - Statutory Regulations
 - Preparation of specification and drawings
 - Procurement process for medium sized projects
 - S20 Leaseholder Consultation
 - Resident Consultation and feedback
 - Resolution of complaints
 - Site quality and delivery
 - Resolution of disputes
 - Commissioning and testing
 - Handover to client
 - Final account and defects liability
 - Ensure statutory testing and ongoing maintenance arrangements are in place.
18. Ensure services are provided in accordance with Islington Council's commitment to "Best Value" and high quality service provision to service users.
19. Ensure compliance with Health and Safety legislation, including CDM regulations, and Islington Council's Health and Safety policies.
20. Use and assist others to use information technology systems to carry out duties in the most efficient and effective manner.
21. Undertake continuing professional development.
22. At all times to carry out responsibilities and duties within the framework of Islington Council's Dignity for all Policy.
23. To perform any other reasonable, minor and non-recurring duties, appropriate to the post as many be directed.
24. Recruitment to this post is subject to satisfactory disclosure through the Criminal Records Bureau.

The title of the post to which the individual will normally report to is:

Senior Mechanical Engineer

Signed: _____ Date: _____

ISLINGTON COUNCIL

PERSON SPECIFICATION

Requirements	Essential
Education and Experience	<p>E1 Qualified as a Chartered Engineer or full member of the Chartered Institute of Building Services Engineers, with a minimum of 3 years relevant experience.</p> <p><u>Or</u></p> <p>Hold a degree or HND in Building Services Engineering other relevant qualification with a minimum of three years suitable experience working as a project leader on small projects or maintenance and repair programmes or professional building services engineering functions.</p>
Skills, Abilities and Knowledge	<p>E2 Must be able to demonstrate experience and knowledge of project management and services engineering design, planned maintenance, repair and refurbishment.</p> <p>E3 Ability to communicate and direct, both verbally and in writing, other members of staff within the office, other council departments, area offices, working parties, external clients and agencies, councillors and consultants.</p> <p>E4 Ability to write technical reports.</p> <p>E5 Must be able to illustrate creativity in order to solve problems concerning services engineering design and maintenance related technical problems.</p> <p>E6 Ability to plan and deliver projects to a programme within budgets and fees and to monitor and control costs at all stages.</p> <p>E7 Ability to contribute to budget preparations, to monitor and control costs and to ensure that services are provided in a cost effective and competitive manner in accordance with quality plans and within a framework of Best Value.</p> <p>E8 Ability to assist in developing, planning and implementing policies for the Building Services Engineering Section as part of an integrated range of services to be delivered to those who live, work and do</p>

	<p>business within Islington.</p> <p>E9 Ability to assist with staff recruitment, training, development, welfare and safety of staff within the service.</p> <p>E10 Ability to co-ordinate and/or lead on a number of medium sized projects.</p> <p>E11 Ability to co-ordinate the work of technical staff with each other and with other professional teams, both inside and outside the Service.</p> <p>E12 Ability to appoint, brief, direct and liase with and monitor consultants.</p> <p>E13 Knowledge of services engineering design and specification, project management and planned maintenance programmes.</p> <p>E14 Knowledge of services engineering Statutory Regulations; Codes of Practice, and British Standards.</p> <p>E15 Knowledge of engineering forms of contracts.</p> <p>E16 Ability to attend evening meetings.</p> <p>E17 Ability to operate within agreed fee levels and time allocations and responsibility for ensuring that other individuals work within their time and fee allocations.</p> <p>E18 Ability to advise on the appraisal, selection, appointment and monitoring of contractors and sub-contractors.</p> <p>E19 Ability to undertake supervisory responsibilities within the context of the Dignity for All Policy.</p> <p>E20 Ability to deliver services to the public within the DFAP framework.</p>
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PUBLIC SECTOR
RECRUITMENT

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ES Jobs

Poor image hits public sector hiring

The buoyant jobs market is making a switch from the public to private sectors an attractive prospect. However, poor perception is deterring many from joining the public sector and making it harder for those leaving to find jobs in commercial firms. What can be done about the image problem, asks NIKI CHESWORTH

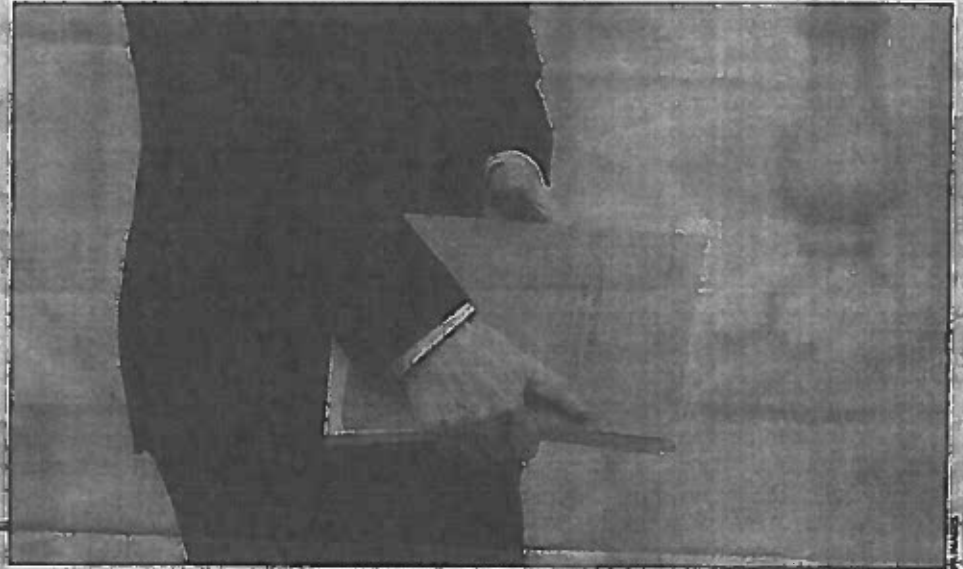
NEARLY two-thirds of public sector organisations are having recruitment difficulties. Although only one in 10 has hard-to-fill vacancies – less than in the private sector – the public sector is struggling to find suitable candidates, according to the Chartered Institute of Personnel and Development (CIPD).

Cuts to pensions, cuts on pay and the prospect of further backlogs – and therefore job losses – make it hard to attract candidates who have no shortage of better-paid jobs with better prospects to choose from in the private sector. However, the most common issue recruiters face when recruiting is not to do with remuneration, it is the 'poor perception of the public sector', according to a CIPD survey.

Some 80,000 to 100,000 public sector workers are expected to lose their jobs over the next five years following the Chancellor's recent spending review. However, the cuts could be even greater with the Office for Budget Responsibility suggesting public sector employment could fall by as much as 400,000 by 2020. Of the 450,000 workers who have been made redundant from the sector since 2010.

In London, the decline has been relatively small – only a four per cent drop in public sector employment over the last five years – so perhaps the perception of the public sector as 'not open for hire' is wrong in the capital. The other perception is that the public sector is low-paid is also not entirely true.

A report from Gildred Group, the outsourcing specialist, recently found that pay is typically higher in the public sector – private sector wages are typically around 85 per cent of those in the public sector (although this is not



Tough decision: It is forecast the up to 100,000 public sector workers could lose their jobs following the Chancellor's spending review for the decade this year. Pictured: David London

like-for-like comparison) because the public sector attracts highly skilled degree-level occupations, such as doctors and teachers, while the private sector has some of the lowest paid occupations, such as bar and restaurant staff, hairdressers and cashiers.

HOW TO LEAVE

At a time when the private sector does not actively seek candidates from the public sector, so it can be a challenge making the move, warns David Caldicott, director at recruiters Hays.

"Although I do not think it is entirely true that the public sector is entirely focused on process and the private sector on outcome, it is important to address these misconceptions when applying for a role.

"If you are applying for a job in the private sector, understand what the employer is seeking and be very clear about what you have achieved, not just what you have done – talking about these achievements in a way that is relevant to the private sector.

"Don't waste time talking about how you cut a budget or improve productivity, rather than managing stakeholders' involvement. If you cannot explain your achievements in this way, the employer may think you will struggle to make the change to the private sector."

In addition to achievements, Caldicott advises candidates to focus on their transferable skills and once again the 'ones relevant to the private sector'.

Dealing with a different application process can also be a challenge.

"In the public sector, there tends to be a lengthy and very structured application process, but this is really the case in the private sector," says Caldicott.

"Public sector candidates often want to list everything that they have done throughout their career, but in the private sector there are often no set forms and CVs are much shorter. So distil what is important into just two pages. Without structured forms, you also need to tailor your application to the job – so reflect the words that are in the advert to show that you meet the requirements."

The other issue is that in the private

sector public sector candidates lack "adaptability, dynamism and commercialism".

"Private sector employers may doubt you have these skills if you have spent your entire career in one organisation," says Caldicott.

"So you may have to educate the employer as to how large and complex that organisation is. Many local authorities are the equivalent of almost 250 businesses and you may have done a number of different roles in different departments, so articulate this clearly. The same applies to commercial acumen and awareness."

Finally, the aspect of your CV that could clinch you the role is the fact that you may have had more strategic experience compared to those who come from the private sector. One of the advantages of budget cuts and recruitment freezes is that those working in the public sector often work on

big projects in terms of numbers, they have more experience of cost paratively junior level than others in the equivalent role in a commercial organisation."

SHOULD I GO THE OTHER WAY?

"Do not discount roles in the public sector," says Caldicott. "The initial challenge people make is that the look at the public sector as a monolith when in fact it is made up of different organisations. Many of these are dynamic and there are a lot of incredibly intelligent individuals working in the public sector."

"However, the things that might make a public sector role an attractive proposition are: it is an exciting time to join as there is a lot of change; you can make a real difference to people's lives, and you may be able to get great strategic experience and career progression because organisations are having to be leaner."

"Do not be deterred by the tough recruitment processes and getting on with the work. Commercialism, that will generally be a more relaxed and a performance focus."

"Finally, pay can be a deterrent. It is only part of the story. Public sector organisations need to offer other benefits, such as pensions, flexi-

TOP TEN ROLES DIFFICULT TO FILL

- 1. Financial development
- 2. Engineers
- 3. Manufacturing/production
- 4. Nurses
- 5. Sales and marketing
- 6. Doctors

- 7. Senior financial and professional
- 8. Scientists, chemists
- 9. Charities/NGOs
- 10. Social assistants
- 11. Accounting/finance

Source: CIPD

'Endemic' leaveism a threat to productivity and mental health

More presentism, lessivism – the practice of taking holiday instead of sick leave when you are ill, causing annual leave to completely work at home cannot be fulfilled during working hours – is now being prevalent in the public sector. For example, three quarters of

police officers admitted they had taken annual leave instead of missing a day of leaving work unfinished.

Professor Sir Cary Cooper of Manchester Business School, who co-edited the paper on leaveism, says that the police are likely to be a bellwether for the public sector as a

result of budget cuts and employee anxiety. He is still trying to manage even expanding workloads.

Calling leaveism 'endemic' in the public sector, he says it is affecting local and central government but warns as employees reach work saturation, it could lead to increased

absenteeism. Presentism is adding to the problem, with almost a third of employees admitting going into work despite being ill. This is now costing the UK economy twice as much as absenteeism, according to Professor Cooper, and is also rising rapidly, with three in 10 employers

suspected reporting an increase in the past 12 months. Employees had not noticed an increase in presentism, were found to be nearly twice as likely to give a rise in stress-related absence, and more than twice as likely to report an increase in mental health problems among staff.

Market Supplement Payment Request Form

Before completing this form please refer to the Market Supplement Policy.
All relevant section of this form must be completed before submission to the next stage.

Please complete a separate application form for each post that a Market Supplement is required for.

Part A - General Information about the post – to be completed by the Manager.		
1	Title of post for which a supplement is required	Mechanical Inspector
2	Posts Reference Number	L000012095 L000003171
3	Current grade of post and salary range	SO1/2 £28K - £32,964
4	Proposed amount of Market Supplement	£10,000
5	Date job description last reviewed / evaluated	30-10-2015
6	Service Area	Housing Property Services
7	Department	Capital Programme Delivery Team
8	Section / Unit	Mechanical & Electrical Team (aka M and E team)
9	Is this a stand alone application or part of a group application? If part of a group application, please give all the other post reference numbers and job titles for which a separate application is / has been made.	<p>Group Application</p> <p>Mechanical Inspector posts x 2</p> <p>L000012094 L0000120XX</p> <p>In addition, applications are also being submitted for the following posts within the Mechanical and Electrical Team:</p> <p>Group Leader Mechanical and Electrical team x1 Senior Mechanical Engineer x1 Senior Electrical Engineer x1 Electrical Engineers x3 Mechanical Engineer x3 Electrical Inspectors x2 Lift Engineer</p>
10	Name of Manager making the application	Garrett McEntee
11	Designation	Technical Services Manager
12	Date of application	15/12/2015



Part B – Business Case for a Market Supplement - to be completed by the Manager	
13	<p>Is the supplement required to retain an existing employee or to recruit a new employee into a post?</p> <p>The supplement is required to in order to recruit full time employees into existing posts.</p>
13a	<p>What is the anticipated detrimental impact on the operation of the council and its services of failing to recruit to, or retain, a suitable employee in this post?</p> <p>The Mechanical Inspectors' role is very much quality assurance and inspecting and checking the work of contractors undertaking large scale repair and/or replacement work to mechanical plants serving the Council's housing estates. This includes heating systems, (both domestic and communal boilers), hot water systems, communal ventilation systems, some cold water systems e.g. communal water tanks, and water pumps. All of our residents including vulnerable residents rely daily on this equipment functioning correctly, safely and efficiently. It is the responsibility of the mechanical inspectors to ensure all work carried out meets with the Council's specifications of work and complies with all relevant codes of practice and regulations. This is very specialised work and requires a high degree of technical expertise and knowledge to ensure major plant failure is avoided.</p> <p>Failure to recruit to these posts risks failing to inspect essential services to our residents. Where heating and hot water fail enormous inconvenience is caused to residents, in the worst case scenario, where vulnerable residents are concerned there is a real risk of mortalities.</p>
13b	<p>What alternatives have been considered to a market supplement (e.g. use of agency staff)?</p> <p>There are currently 2 vacant Mechanical Inspectors' posts in the Mechanical team Both filled with agency staff, to whom we are paying more than the equivalent SO1/2 salary. We are keen to build some stability in the team and see the benefits of permanently filling these posts so as to ensure long term continuity, reliability, loyalty and have staff we can realistically rely upon, invest in, in terms of training and hopefully have inspectors who are happy to provide mentoring (formal and informal) when are graduate trainee scheme is up and running.</p>
13c	<p>Provide details of the outcome of previous attempts to recruit to this post and/or difficulties in retaining employees in the post due to its remuneration, including exit interview information:</p> <p>The Capital Programme Delivery team undertook a large and very well publicised recruitment exercise in 2014 with assistance from Jobs Go Public. Amongst other vacancies within the Capital Programme Delivery team 9 M&E posts were advertised, two of which were Mechanical Inspectors' posts.</p> <p>The recruitment exercise using Jobs Go Public failed to identify suitable candidates for 6 of the 9 posts advertised for the team.</p> <p>Short listed candidates were unable to demonstrate the requisite, attitude,</p>



	<p>experience, skills and/or abilities during interviews to fulfil the requirements of the post. As this is a customer facing job we were keen to find staff who were not only technically able but also who possessed a willingness to provide excellent customer care, this proved very difficult .</p> <p>The range of skills that we require for these posts (technical knowledge and ability along with project management skills, design experience and interpersonal skills) combined with the current remuneration and general technical skills shortage in the industry has resulted in making the posts almost impossible to recruit to. Recent articles in the press have highlighted Engineering posts as one of the top ten most difficult posts to recruit to. (Appendix A)</p>																		
13d	<p>Supply evidence of steps taken to maximise the attractiveness of this role and the likelihood of recruiting to it:</p> <p>As part of our large recruitment drive in 2014 Jobs Go Public set up a special microsite for all our roles which was used to highlight the attractions of working for Islington Council such as the Council's commitment to training, flexible working conditions, attractive pension; and discounted gym membership.</p> <p>As a result of the disappointing recruitment exercise we sought informal advice on pay scales, benefits annual leave etc. from private consultancy companies. It became evident that many private sector employers offer a higher base salary to inspectors in equivalent posts and in addition provide numerous valuable benefits, such as car allowance, private medical care, paid professional fees and more to their employees . (Appendix B – Salary Evidence)</p>																		
13e	<p>Provide detailed information about the local labour market relevant to this post using specific comparator jobs or survey information:</p> <p>Source : Hayes 2016 Salary Survey Guide</p> <table><tr><td></td><td>Salary:</td><td>Typical</td></tr><tr><td>Project Engineer</td><td>35000-50000</td><td>44000</td></tr></table>		Salary:	Typical	Project Engineer	35000-50000	44000												
	Salary:	Typical																	
Project Engineer	35000-50000	44000																	
13f	<p>Provide information to cover at least 3 comparator roles and include the job descriptions (including management span and budget responsibilities), person specifications and overall remuneration and benefits package (including annual leave entitlement and other benefits) of roles cited as comparators:</p> <table><tr><th>Employer/agency</th><th>Published salary</th><th>Job title</th><th>Mgt Span</th><th>Budget</th><th>Benefits</th></tr><tr><td>Hays</td><td>£35k to £50K</td><td>Mechanical Clerk of Works</td><td>0</td><td>0</td><td>None mentioned</td></tr><tr><td>Indeed</td><td>£30K to £35K</td><td>Mechanical Inspector</td><td>0</td><td>0</td><td>25days leave + bank</td></tr></table>	Employer/agency	Published salary	Job title	Mgt Span	Budget	Benefits	Hays	£35k to £50K	Mechanical Clerk of Works	0	0	None mentioned	Indeed	£30K to £35K	Mechanical Inspector	0	0	25days leave + bank
Employer/agency	Published salary	Job title	Mgt Span	Budget	Benefits														
Hays	£35k to £50K	Mechanical Clerk of Works	0	0	None mentioned														
Indeed	£30K to £35K	Mechanical Inspector	0	0	25days leave + bank														

					holidays, pension, life assurance
	Total Jobs.com	£35k to £45K	Clerk of works		Mentions benefits but is not specific
	<p>These roles were not advertised with full jobs descriptions and person specifications. The adverts were inviting those interested to submit their CV or phone for a discussion. Salaries on offer were however consistent with that advertised in the Hays Salary Survey.</p> <p>The term "Clerk of Works" is synonymous with "Inspector" in this context.</p>				
13g	<p>The amount and the calculation of the proposed supplement based on the median of the comparators used:</p> <p>£50K, £35K, £45K,</p> <p>The median salary for the above posts is circa £43k</p> <p>The maximum pay scale Islington currently offers is £33K, (following job evaluation). This would indicate a market supplement of £10K</p> <p>It is thought that new Engineering Inspector staff could be attracted to the post if we were able to offer a salary supplement up to £10K.</p>				
13h	<p>Confirmation that the cost of the market supplement if applied can be met from the service's existing budget:</p> <p>This application is part of a group application involving 14 posts. If all salary supplements that have been applied for are agreed and all post holders are paid at the top of the spinal column associated with their post, then the strain on the staffing budget will be £62K.. The detail behind this figure is contained within an attached table.</p> <p>This figure has been calculated using the estimated total salary costs for permanent staff (contained in an attached table provided by Finance Dept.), plus the annual salaries for temporary staff, (calculated by multiplying hourly rates by 35(hours) x 48(weeks). This has been taken as the starting point i.e. the amount being paid for staff at the moment. Replacing all agency staff with permanent staff results in a saving, however, when salary supplements are added the result is a £62K over spend. Averaged over 14 posts amounts to approximately £4,500 per post.</p>				

	<p>There are however improvements to service anticipated to justify this expenditure: primarily the replacement of agency staff with permanent staff will result in higher calibre of staff (having satisfied a far more rigorous recruitment exercise), will be loyal to the organisation and will provide stability to the team. Investing in training will be more worthwhile.</p>
14	<p>Specify how the department will resist an equal pay / equal values challenge:</p> <p>The posts included in this "joint action" are all within the Capital Programme Delivery team, which is a team of approximately 70 members of staff, 65 of whom hold high level technical qualifications and carry out technical and professional services for Islington (Building surveyors, Architects, Quantity Surveyors, Clerk of Works), some are members of highly regarded professional bodies, such as RIBA (Royal Institute of British Architects), RICS (Royal Institute of Chartered Surveyors) and CIOB (Chartered Institute of Building). Islington is lucky to have retained a technical team, (most other London Boroughs rely almost entirely on building consultants to maintain their buildings and housing stock). There are many advantages to having an in-house team (the economic, efficient and sympathetic restoration of Rollit Housing being a case in point, design work, specifications, tendering, contract administration being carried out entirely using in house personnel). However, the job evaluation system used by Islington hardly recognises the difference in skill levels between a job that requires high level technical achievement and another job that does not.</p> <p>All of the above mentioned building professionals are employed in a vast array of jobs in private practice and private consultancies and so when recruiting to our posts we have to compete with this industry. The building industry is currently very buoyant, salaries plus benefits being paid externally are far higher than those offered by Islington Council.</p> <p>The mechanical and electrical engineering staff's salaries are currently at crisis point, hence this application, however the very low comparable salaries across all technically qualified staff within Capital Programme Delivery team and elsewhere within Housing Property Services is an issue . Further requests for salary supplements are likely to follow.</p>
15	<p>The payment of a market supplement is for a maximum of 12 months and must be reviewed on a regular basis to ensure that the conditions are still relevant. Specify how you will review the payment:</p> <p>Market forces in terms of job advertisements will be analysed by the Mechanical and Electrical Group Leader on an ongoing basis but will report more formally on an annual basis to the Head of Service in order to ascertain whether it is still appropriate to pay a market salary supplement.</p>



Part C Support from the Corporate Director / Assistant Chief Executive			
16	Application Supported by:		
17	Signature:		
18	Job Title:		Corporate Director Finance & Resources
19	Section / Department:		Finance and Resources - HASS
20	Date	3/5/16.	Extension

Please send completed form to your HR Business Partner for final sign off

Part D – Authorisation by HR, Finance and the Chief Executive		
21	Comment – Head of Human Resources	Date:
22	Comments - Finance	Date:
23	Signed – Chief Executive	Date

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Mechanical Clerk of Works

Mechanical Inspector / Clerk of Works for London based Design Consultant - £35k to £50k

The job will be working for a forward-thinking organisation who value their employees and their career development by investing in their future through training and mentorship. They provide expert design for some of the best residential and commercial projects in London and the East which is demonstrated in their commitment to develop sustainable buildings. This commitment is exemplified by the fact that their senior staff members are currently undertaking doctorates and post-graduate degrees in green technology.

The role will require somebody with excellent knowledge of the British building regulations with particular expertise in mechanical and public health services. You will have vast experience in client facing roles and be able to build rapport with contractors and clients to ensure a constant stream of repeat business. Your role will involve managing the M&E on around 6 sites at one time, working alongside an electrical inspector to understand and implement design philosophies on site. You will review installation quality, snagging and ensure the specifications are being followed by reviewing contractor documentation. You will undertake pre/post installation and commissioning inspections during new build, replacement and upgrade programmes to housing and commercial projects across London, Cambridge and the South East. The role will involve close liaison with the main developer client, contractors and construction administrators.

The role will require you to be able to set your own diary and work autonomously, you will be required to visit the London office once a week however other than that it will be site/home based. Close working and co-ordination with our M&E design teams is essential, as is document management, record keeping and inspection process delivery. A working knowledge of renewable

technologies and electrical services integrated with mechanical services will be advantageous to the role

[Apply Now](#)

Summary

Job Type

Permanent

Industry

Construction

Location

London

Specialism

Construction and Property

Pay

£40k plus

Ref:

2671227

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Talk to a Consultant

Talk to **Ben Styles**, the specialist consultant managing this position, located in **Victoria**

Ebury Gate, 23 Lower Belgrave Street, London, SW1W 0NT

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Mechanical Inspector

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£30,000 - £35,000 Base (depending on experience)

Monday to Friday

25 days holiday + Bank holidays + Pension + Life

Assurance

The Company....

This well renowned Company is looking to recruit a Mechanical Inspector to assist the successful team in coping with an ever increasing demand of their products and services.

In return you can expect an excellent package and to receive ongoing support as well as training and development to ensure you maintain the company's high standards.

To apply for this position, you must have....

1) Strong experience gained as a Mechanical Inspector
ESSENTIAL

Candidates suitable for this position can live anywhere in the following locations....

Banstead
Borehamwood
Camberwell
Cobham
Dartford
East London
Epsom
Grays
Gravesend
Greenwich
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Lewisham
Merton
Mitcham
Morden
North London
North West London
Potters Bar
Richmond
South Croydon
South London
South West London
South Ockendon
South Oxney
Staines
Swanley
Tooting
Waltham Abbey
Watford
Wandsworth
West London
Weybridge

Salary: £35,000.00 /year

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Clerk of Works

Apply on your phone

London, South East

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Clerk of Works required to work for a leading Consultancy based in London.

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Client Details

The client is a leading, multi discipline Consultancy with 10 offices across the UK. Projects are predominately Public Sector based working on some of the UK's leading framework agreements.

consulting/jobs)

Description

The Clerk of Works position based in London will include:

- Making sure that work is carried out to the acceptable standards, specification, correct materials, workmanship and schedule.
- Checking works against relevant drawings, specifications and written instructions, checking them and using them as a reference when inspecting work.
- Taking measurements and samples on site to make sure that the work and the materials meet the specifications and quality standards.
- Being familiar with legal requirements and checking that the work complies with them.
- Having working knowledge of health and safety legislation and bringing any shortfalls observed to the attention of the Senior PM
- Have a sound understanding of Mechanical and Electrical.
- Liaising with Contractors

Profile

To be considered for this role you must have previous exposure to working as a Clerk of Works either for a Consultancy or Main Contractor.

This role can be based in Hounslow or Central London.

For more information please contact Tom Evans in confidence on.

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South West London (SW1)
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**EMPLOYMENT
INSIGHTS
FOR A
COMPETITIVE
MARKET**

CONSTRUCTION, ENGINEERING & PROPERTY BUILDING SERVICES

Contractors

London	£ Range	£ Typical
Director	70,000-100,000	85,000
Senior Contracts Manager	50,000-70,000	60,000
Contract Quantity Surveyor	45,000-75,000	55,000
Project Manager	50,000-65,000	60,000
Project Engineer	35,000-50,000	44,000
Estimator	45,000-60,000	50,000
CAD Technician	30,000-45,000	36,000

South East England	£ Range	£ Typical
Director	60,000-75,000	67,000
Senior Contracts Manager	50,000-60,000	55,000
Contract Quantity Surveyor	50,000-65,000	53,000
Project Manager	50,000-60,000	55,000
Project Engineer	32,000-40,000	36,000
Estimator	45,000-55,000	49,000
CAD Technician	28,000-35,000	31,000

East of England	£ Range	£ Typical
Director	50,000-70,000	55,000
Senior Contracts Manager	45,000-58,000	49,000
Contract Quantity Surveyor	30,000-40,000	37,500
Project Manager	38,000-55,000	45,000
Project Engineer	30,000-40,000	35,000
Estimator	32,000-45,000	40,000
CAD Technician	22,000-26,000	24,000

South West England	£ Range	£ Typical
Director	50,000-58,000	55,000
Senior Contracts Manager	45,000-50,000	45,000
Contract Quantity Surveyor	38,000-45,000	40,000
Project Manager	40,000-45,000	45,000
Project Engineer	35,000-45,000	35,000
Estimator	35,000-45,000	38,000
CAD Technician	25,000-30,000	28,000

Wales	£ Range	£ Typical
Director	52,000-60,000	53,500
Senior Contracts Manager	40,000-50,000	46,000
Contract Quantity Surveyor	34,000-44,000	38,500
Project Manager	37,000-42,000	40,000
Project Engineer	28,000-35,000	34,000
Estimator	30,000-37,000	35,000
CAD Technician	24,000-34,000	26,500

West Midlands	£ Range	£ Typical
Director	55,000-70,000	58,000
Senior Contracts Manager	40,000-55,000	48,500
Contract Quantity Surveyor	33,000-40,000	38,000
Project Manager	35,000-50,000	42,000
Project Engineer	30,000-40,000	36,000
Estimator	28,000-40,000	38,000
CAD Technician	22,000-32,000	26,000

East Midlands	£ Range	£ Typical
Director	47,000-57,000	52,000
Senior Contracts Manager	43,000-55,000	44,000
Contract Quantity Surveyor	40,000-45,000	40,000
Project Manager	40,000-46,000	43,000
Project Engineer	30,000-38,000	34,500
Estimator	35,000-45,000	40,000
CAD Technician	25,000-30,000	27,500

Yorkshire and the Humber	£ Range	£ Typical
Director	55,000-60,000	56,000
Senior Contracts Manager	34,000-43,500	37,000
Contract Quantity Surveyor	30,000-40,000	35,000
Project Manager	40,000-57,000	43,000
Project Engineer	30,000-40,000	32,000
Estimator	25,000-35,000	33,000
CAD Technician	21,000-26,500	24,000

CONSTRUCTION, ENGINEERING & PROPERTY BUILDING SERVICES

Consulting

London	£ Range	£ Typical
Director	80,000-100,000	85,000
Associate	60,000-75,000	68,000
Senior Design Engineer (M&E)	50,000-65,000	55,000
Intermediate Design Engineer (M&E)	32,000-40,000	38,000
Junior Design Engineer (M&E)	24,000-30,000	28,000
Revit/BIM Technician	40,000-55,000	41,000
CAD Technician	30,000-38,000	34,000
Professional Quantity Surveyor	45,000-70,000	60,000
Sustainability Consultant	50,000-60,000	55,000

South West England	£ Range	£ Typical
Director	52,000-65,000	55,000
Associate	48,000-60,000	51,000
Senior Design Engineer (M&E)	40,000-50,000	45,000
Intermediate Design Engineer (M&E)	30,000-40,000	35,000
Junior Design Engineer (M&E)	24,000-28,000	25,000
Revit/BIM Technician	30,000-40,000	35,000
CAD Technician	25,000-30,000	28,000
Professional Quantity Surveyor	40,000-50,000	45,000
Sustainability Consultant	40,000-50,000	45,000

South East England	£ Range	£ Typical
Director	62,000-72,000	67,000
Associate	52,000-60,000	56,000
Senior Design Engineer (M&E)	45,000-55,000	51,000
Intermediate Design Engineer (M&E)	30,000-35,000	32,000
Junior Design Engineer (M&E)	26,000-32,000	28,000
Revit/BIM Technician	35,000-42,000	38,000
CAD Technician	28,000-34,000	31,000
Professional Quantity Surveyor	55,000-65,000	57,000
Sustainability Consultant	40,000-45,000	42,000

Wales	£ Range	£ Typical
Director	52,000-57,000	53,500
Associate	40,000-52,000	50,500
Senior Design Engineer (M&E)	38,000-45,000	43,500
Intermediate Design Engineer (M&E)	28,000-35,000	34,000
Junior Design Engineer (M&E)	22,000-25,000	23,500
Revit/BIM Technician	30,000-35,000	34,000
CAD Technician	23,000-28,000	27,500
Professional Quantity Surveyor	34,000-42,000	38,000
Sustainability Consultant	38,000-45,000	41,500

East of England	£ Range	£ Typical
Director	50,000-70,000	61,000
Associate	50,000-65,000	51,000
Senior Design Engineer (M&E)	34,000-55,000	45,000
Intermediate Design Engineer (M&E)	30,000-40,000	35,000
Junior Design Engineer (M&E)	17,500-25,000	23,000
Revit/BIM Technician	28,000-37,000	30,000
CAD Technician	25,000-37,000	28,000
Professional Quantity Surveyor	40,000-50,000	45,000
Sustainability Consultant	40,000-60,000	48,500

West Midlands	£ Range	£ Typical
Director	55,000-65,000	60,000
Associate	48,000-55,000	50,000
Senior Design Engineer (M&E)	38,000-45,000	42,000
Intermediate Design Engineer (M&E)	25,000-32,000	28,000
Junior Design Engineer (M&E)	18,000-22,000	21,000
Revit/BIM Technician	26,000-34,000	29,000
CAD Technician	23,000-30,000	26,000
Professional Quantity Surveyor	32,000-43,000	38,000
Sustainability Consultant	38,000-46,000	43,000

ISLINGTON COUNCIL

JOB DESCRIPTION

Ref No:

Grade SO1/2

POST TITLE

Inspector – Mechanical

RESPONSIBLE TO

Senior Mechanical Engineer– as directed

INTRODUCTION

The Inspector – Mechanical will be responsible for supporting the team and the group leader in statutory and professional accountabilities and service deliveries.

The Inspector – Mechanical shall be committed to work to the Islington Council's core principles and key aims.

PRIMARY JOB FUNCTION:-

- 1 The key responsibility of the Mechanical Inspector will be to ensure all aspects of mechanical works carried out on site by contractors meet the exacting requirements of the project technical brief/specification and drawings.
- 2 The Mechanical Inspector must maintain detailed diaries and site notes on a daily basis .
- 3 The Mechanical Inspector shall establish and maintain good channels of communication with client officers, contractors, residents, colleagues and any other stakeholders.
- 4 Undertake adequate site inspection and monitoring on all projects assigned covering for colleagues from time to time, as appropriate.
- 5 Assist with the preparation of project reports for Committees, Area forums, Working Parties, Client Organisations, Tenant Associations and external agencies. Provide effective liaison and attend such meetings as required to maintain adequate communication.
- 6 Provide the highest standard of on-site quality assurance and audit inspection. Provide relevant information and advice to ensure budget control and contract management are achieved on all projects and contracts, paying particular attention to Health and Safety, Contractual Obligations, Contractor Performance, Client Satisfaction and Maintenance Implications.
- 7 Provide on-site inspection of engineering installations and equipment and, advise/report on related condition and appropriate remedial works where necessary in the prescribed format.

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- 8 Assist the team and Group Leader in providing advice and guidance as appropriate concerning on-site engineering solutions, specifications, maintenance requirements, estimates, selection of materials and equipment and inspection regimes etc.
- 9 Ensure that work is in accordance with the relevant standards, statutory regulations.
- 10 Provide on-site survey information in order to assist in the preparation of scheme drawings, specifications and contract documents.
- 11 Ensure effective briefing, direction and liaison is provided. Assist in examining schemes for feasibility, viability and for adherence to Islington Council standards, policies and practices.
- 12 Liaise as directed with consultants, statutory undertakings and other relevant organisations.
- 13 Inspection and testing of completed projects, preparation of schedules of defects, checking of remedial works and completion of appropriate records/certificates for internal use.
- 14 Advise on the appraisal, selection, appointment and performance of contractors and sub-contractors.
- 15 Take responsibility for supervising contractors on small remedial works projects as directed by the Senior Engineer. Ensure that services are provided in accordance with Islington Council's commitment to "Best Value" and high quality service provision to service users.
- 16 Ensure compliance with Health and Safety legislation, including CDM regulations, and Islington Council's Health and Safety policies.
- 17 Provide support and assist others to use information technology systems to carry out duties in the most efficient and effective manner.
- 18 At all times to carry out responsibilities and duties within the framework of Islington Council's Dignity for all Policy.
- 19 To perform any other reasonable, minor and non-recurring duties, appropriate to the post as many be directed.
- 20 Recruitment to this post is subject to satisfactory disclosure through the Criminal Records Bureau.

The title of the post to which the individual will normally report to is:

Senior Mechanical Engineer

Signed: _____

Date: _____

ISLINGTON COUNCIL

PERSON SPECIFICATION

Department	Property Services	Section/Division	Electrical services
Designation	Mechanical Inspector	Ref Number	
Grade	SO1/2	Hours	35 per week

Requirement		Essential
Education and Experience	SO1/2	<p>HNC in building services Engineering or equivalent with practical experience.</p> <p><u>Or</u></p> <p>A recognised apprenticeship or training programme with subsequent general experience of Building Services Engineering.</p>
Knowledge / Skills and Abilities		<ol style="list-style-type: none"> 1. Must be able to demonstrate experience and knowledge of mechanical services engineering systems, planned maintenance, repair and refurbishment. 2. Ability to communicate, both verbally and in writing, with other members of staff within the office, other council departments, area offices, working parties, external clients and agencies, councillors and committees, tenants, contractors and consultants. 3. Ability to write technical reports. 4. Must be able to investigate and recommend solutions to service engineering design and maintenance related technical problems. 5. Ability to plan and deliver small projects within budget and within time. 6. Ability to contribute to budget preparations, to monitor and control costs and to ensure that services are provided

	<p>in a cost effective and competitive manner in accordance with quality plans and within a framework of Best Value.</p> <ol style="list-style-type: none"> 7. Ability to assist with staff training, development, welfare and safety of staff within the service. 8. Ability to supervise work in progress. 9. Ability to liaise with other members of the design and /or maintenance team. 10. Knowledge of services engineering design and specification, project management and planned maintenance programmes. 11. Ability to provide on-site inspection of engineering installations and equipment. 12. Knowledge of services engineering Statutory Regulations, Codes of practice, and British Standards. 13. Knowledge of engineering forms of contracts. 14. Ability to attend evening meetings. 15. Ability to operate within agreed fee levels and time allocations. 16. Ability to advise on the appraisal, selection, appointment and monitoring of contractors and sub-contractors. 17. Ability to undertake supervisory responsibilities within the context of the Dignity for All policy 18. Ability to deliver services to the public within the DFAP framework.
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PUBLIC SECTOR
RECRUITMENT

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ES Jobs

Poor image hits public sector hiring

The buoyant jobs market is making a switch from the public to private sectors an attractive prospect. However, poor perception is deterring many from joining the public sector and making it harder for those leaving to find jobs in commercial firms. What can be done about the image problem, asks Nikki Chesworth

NEARLY two-thirds of public sector organisations are having recruitment difficulties. Although only one in 10 has lost 50 or more vacancies – less than in the private sector – the public sector is struggling to find suitably qualified candidates, according to the Chartered Institute of Personnel and Development (CIPD).

Out to pensioners, cops on pay and the prospect of a pay freeze – and therefore job losses – make it hard to attract candidates who have no shortage of better options, with better prospects to choose from in the private sector. However, the most common reason cited for leaving is the poor perception of the public sector, according to a CIPD survey.

Some 80,000 to 100,000 public sector workers are expected to lose their jobs over the next five years, according to the CIPD's recent spending review. However, the cuts could be even greater, with the Office for Budget Responsibility suggesting public sector employment could fall by as much as 400,000 by 2020. That's on top of the 450,000 workers who have been made redundant from the sector since 2008.

In London, the decline has been relatively small – only a 600 per cent drop in public sector employment over the past five years. So perhaps the perception of the public sector as "not open for hiring" is wrong in the capital. The other perception is that the public sector is low-paid, and not entirely true.

A report from Outlook Group, the outsourcing specialist, recently found that pay is typically higher in the public sector. Private sector wages are typically around 85 per cent of those in the public sector (although this is not



a like-for-like comparison) because the public sector lacks highly skilled degree-level occupations, such as doctors and teachers, while the private sector has some of the lowest paid occupations, such as bar and restaurant staff, waitresses and cashiers.

HOW TO LEAVE

"As a whole, the private sector does not actively seek candidates from the public sector, so it can be a challenge making the move," warns David Caldicott, director at recruiters Hays.

"Although I do not think it is entirely true that the public sector is entirely focused on process and the private sector on outcome, it is important to address these misconceptions when applying for a role."

"If you are applying for a job in the private sector, understand what the employer is seeking and be very clear about what you have achieved, not just what you have done. Talking about these achievements in a way that is relevant to the private sector."

"The common thinking about how you can improve productivity, rather than managing stakeholder involvement. If you cannot express your achievements in this way, the employer may think you will struggle to make the change to the private sector."

In addition to achievements, Caldicott advises candidates to focus on their transferrable skills and once again, the ones relevant to the private sector.

"Developing a structured application process can also be a challenge."

"In the public sector, there tends to be a lengthy and very structured application process, but this is rarely the case in the private sector," says Caldicott.

"Public sector candidates often want to be employed, that they have done throughout their career, but in the private sector, there are often no set forms and CVs are much shorter. So distill what is important into just two pages. Without structured forms, you also need to reflect your application to the job – to reflect the words that are in the advert to show that you meet the requirements."

The other issue is that the private

sector public sector candidates lack "adaptability, dynamism and commercialism".

"Private sector employers may doubt you have these skills if you have spent your entire career in one organisation," says Caldicott.

"So you may have to educate the employer as to how large and complex that organisation is. Many local authorities are the equivalent of a £135-250 business and you may have done a number of different roles in different departments, so articulate this clearly. The same applies to commercial organisations."

"Finally, the aspect of your CV that could clinch you the role is the fact that you may have far more strategic experience compared to those at a comparable level in the private sector. One of the advantages of budget cuts and recruitment freezes is that those working in the public sector often work on

Tough decision
It is forecast the up to 100,000 public sector workers could lose their jobs following the Chancellor's spending review for the decade that began yesterday (see page 1)

big projects in terms of money, they have more experience and are potentially much more than working in the equivalent role in a commercial organisation."

SHOULD I GO THE OTHER WAY?

"Do not discount roles in the public sector," says Caldicott. "The initial thinking people make is that to look at the public sector as a step up when in fact it is a step up of different organisations. Many of these are dynamic and there are a lot of incredibly intelligent individuals working in the public sector."

"However, the things that might make a public sector role an attractive proposition are: it is an exciting time to join as there is a lot of change; you can make a real difference to people's lives, and you may be able to get greater strategic experience and faster progression because organisations are having to be leaner."

"Do not be deterred by the long recruitment process and think you will be stuck in the public sector. That will generally be false. It is a recruitment process, but it is not a permanent one."

"Remember you can be a successful public sector employee. It is only part of the story public sector organisations need to tell. There are other benefits, such as pensions, the

TOP 10 ROLES DIFFICULT TO FILL

- 1. Health and Development
- 2. Engineers
- 3. Business Development
- 4. Nurses
- 5. Sales and Marketing
- 6. Doctors

- 7. Civil, Medical, Health professionals
- 8. Paramedics, Pharmacists
- 9. Civil, Medical, Health professionals
- 10. Nurses
- 11. Accounting/Finance

SOURCE: CIPD

'Endemic' leaveism a threat to productivity and mental health

Workaholicism, leaveism – the practice of taking holiday instead of sick leave when you are ill, coping annual leave to complete work at home that cannot be finished during normal working hours – is now hitting businesses in the public sector.

For example, three-quarters of

police officers admitted they had taken annual leave instead of reporting in sick or leaving work unfinished.

Professor Sir Gary Cooper of Manchester Business School, who co-edited the paper on leaveism, says that the police are likely to be a bellwether for the public sector as a

result of budget cuts and employee disengagement, leaving staff trying to manage a productivity warzone.

Calling leaveism "endemic" in the public sector, he says it is affecting local and central government services as employees reach work saturation. It could lead to increased

absenteeism. Presentism is adding to the problem, with almost a third of employees admitting going to work despite being ill. This is now costing the UK economy twice as much as absenteeism, according to Professor Cooper, and is also rising rapidly, with three in 10 employees

reporting an increase in the past 12 months. Employees that had applied for increases in presentism were found to be nearly twice as likely to take a day in stress-related absence, and more than twice as likely to report an increase in mental health problems among staff.

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