

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.	Group Application In addition, applications are also being submitted for the following posts within the Mechanical and Electrical Team: 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
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 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, 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>	

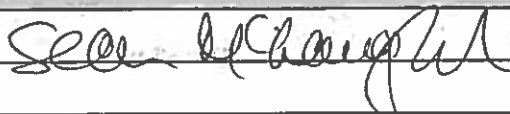


	<p>Candidates that were shortlisted for relevant qualifications and/or experience failed to meet our high standards during scrutiny at interview.</p> <p>We have struggled to fill this post utilising agency staff for we are looking for not only technical knowledge and skills but also a commitment to customer 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

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**EMPLOYMENT
INSIGHTS
FOR A
COMPETITIVE
MARKET**

HAYS UK SALARY & RECRUITING TRENDS

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

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

Create Alert
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Apply
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Saved job

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£47000 - £48000 per
annum

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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

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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

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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 2391/15 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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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:

• HNC/D ONC/D or BSc/BEng in Electrical Services Engineering

• Membership (or working towards membership) of a trade association or institute:
o Institute of Electrical Engineers
o Chartered Institution of Building Services Engineers
o Institution of Engineering and Technology
o Institution of Electrical and Electronic Engineers
o Chartered Institute of Building Services Engineers

Experience:

- Experience of delivery of Electrical Services repairs and/or planned works on time to high quality standards within budget in a housing environment.
- Experience of liaison/management with residents, contractors and a range of stakeholders in relation to electrical services within a construction environment.
- Experience of ensuring that Electrical Services in works are carried out in compliance with building regulations, health and safety, leasehold issues, and landlord's statutory obligations.
- Experience of being either an Electrical Supervisor or Quality Control Inspector.
- Experience of specifying/identifying works, monitoring and checking works on completion.
- Experience of resolving disputes within a construction environment especially in relation to contractors and residents.

Other

Work Environment

- 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 potholder will be expected to meet the general public both in their homes and at public meetings as part of their duties.
 - The potholder will be expected to visit construction sites and premises where they may be subject to noise and dirt and as necessary carry out inspections in line with the requirements of the post. This can involve being outside in all weathers.
 - The potholder will be required to attend evening meetings/works outside normal hours as necessary.
- ##### Work Dimensions
- 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.
 - The post holder will be required to use IT including PCs, laptops, mobile phones, cameras and implements related to construction works. They will also be expected to utilise handheld mobile devices for the purposes of inspection on site and data input. In return, you can expect a great range of benefits including a fantastic pension scheme. We also recognise and reward high performance, and salary progression is based on individual performance.

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.



Vacancy Downloads

supplementary
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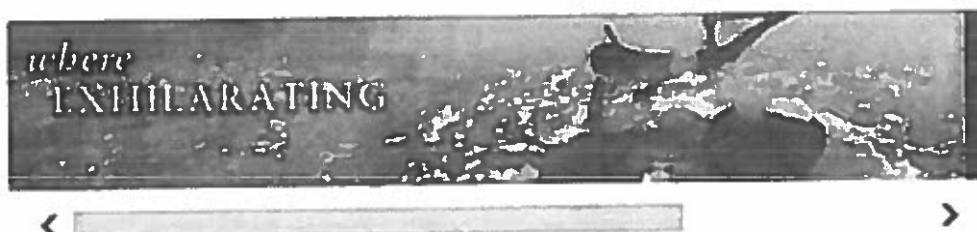
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ES Jobs

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

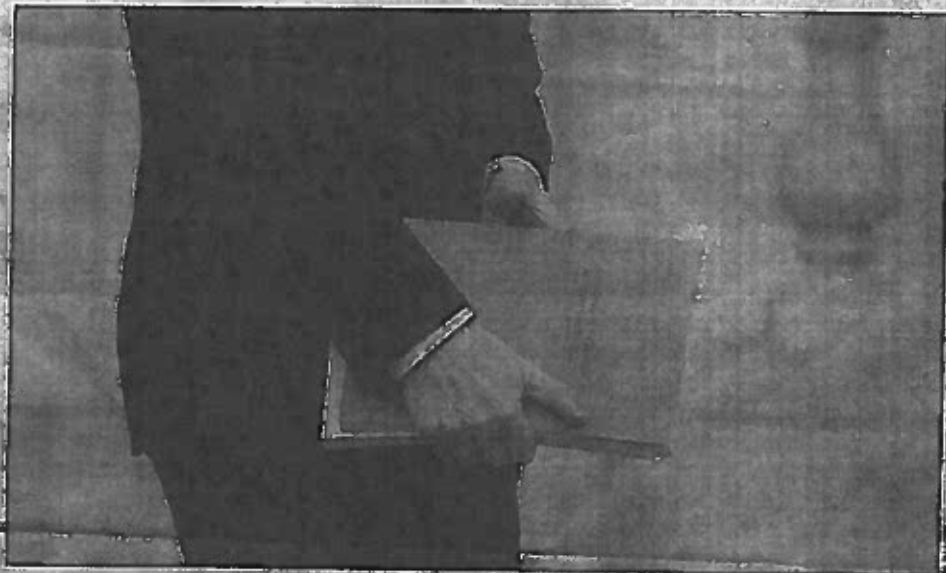
Nearly two-thirds of public sector organisations are having recruitment difficulties. Although only one in 10 has had to fill vacancies less than in the private sector, the public sector is struggling to find sufficient staff, according to the Chartered Institute of Personnel and Development (CIPD).

Cut to pensions, dependent pay and the prospect of further pay cuts – and therefore job losses – make it hard for 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 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



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 in all, 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 strategy, 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 private sector as a solution when in fact it is a matter 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 senior positions because organisations are likely to be leaner.

"Do not be deterred by the financial implications and make sure you will be financially comfortable. You will generally be able to move to a better salary package.

"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
■ Information Technology
■ Nurses
■ Sales and marketing
■ Doctors

■ Civil, electrical and professional occupations
■ Chartered accountants
■ Chartered accountants
■ Business development
■ Accounting/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' anxiety over job security.

Called 'leaveism', 'leaveism' 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

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 day 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: _____