



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>



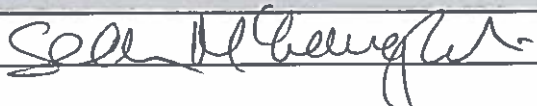
	allowance, private medical care, paid professional fees and more to their employees .(Appendix B – Salary Evidence)																																				
13e	<p>Provide detailed information about the local labour market relevant to this post using specific comparator jobs or survey information:</p> <p>Source : 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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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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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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Providing high quality recruitment solutions
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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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- Engineer Mechanical engineering jobs in London (Central)



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Providing high quality recruitment solutions
to the Building Services industry

Mechanical Design Engineer – Building Services

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  Apply



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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- Engineer Building services (general) jobs in London (Central)
- 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

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- Engineer Mechanical engineering jobs in London (Central)

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Building Services Engineer (Design and Project Management)

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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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& SEVERE CONSUM
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EXTINCTION & PE
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REGISTRATION THE
BATING/RADIUM
MAYNITE/ALPH
POLYMERIZATION
LITERATURE/PROFESSIONAL
PUBLICATIONS/PA
RESEARCH/PLANNING**

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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

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 liaise 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

To advertise call: 020 79 38 38 38

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 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. 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 last five years – so perhaps the perception of the public sector as 'not open for business' is wrong in the capital. The other perception is that the public sector is low-paid, but not entirely true.

A report from Gildan 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 Lloyd

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.

"This means talking about how you cut a budget and improve productivity, rather than managing stakeholders' 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 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 distill 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 comparatively junior level than someone 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 they 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. Commercial firms will generally be more open to a person with a public sector background."

"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

- | | |
|--|--|
| <ul style="list-style-type: none"> 1. Financial development 2. Engineers 3. Manufacturing/production 4. Nurses 5. Sales and marketing 6. Doctors | <ul style="list-style-type: none"> 7. Senior financial and professional 8. Scientists, chemists 9. Charities 10. Social assistants 11. Accounting/finance |
|--|--|

SOURCE: CIPD

'Endemic' leaveism a threat to productivity and mental health

With presentism, however – the practice of taking holiday instead of sick leave when you are ill, leaving annual leave to complete work at home – cannot be abolished 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 working in fear 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 join a firm in stress-related absence, and more than twice as likely to report an increase in mental health problems among staff.