

Officer Decision Record – 28 August 2025

PC Cleaning Resources

Classification	<p>Public</p> <p>Schedule 12A of the Local Government Act 1972</p> <p>This report contains information relating to the financial and business affairs of the Council, specifically in relation to staffing costs and pay.</p> <p>These are presented at high level and disclosure of this information would not prejudice the Council’s position in future negotiations nor undermine its ability to manage workforce costs effectively.</p> <p>There is a general public interest in transparency regarding the use of public funds, a public decision supports openness and accountability in pay decisions.</p>
Decision taken	Recruit an additional 2 multisite cleaning operatives
Reasons for the decision	<p>Background:</p> <p>NFDC provides 23 public conveniences across the district. Day-to-day management and cleaning of these facilities is carried out by the Streetscene team, within Place Operations. The buildings are opened 365 days a year, with cleaning taking place on 363 days.</p> <p>Four staff work a rota of 4 days on (9.25hrs per day) and 4 days off to complete the two daily rounds.</p> <p>Issues within the PC cleaning service include lack of capacity to cover team absences, availability in the schedule to meet ongoing training needs, and time on rounds to consistently deliver cleaning to the required standard. On 12 August 2025, EMT expressed its support for a supplementary budget of £26,000 (2025/26) and increased ongoing base revenue budget allocation to accommodate recruitment of two additional multisite cleaners and uplift from Band 2 to Band 3 as a result of</p>

	the Job Description Review undertaken alongside this consultation.
Consultations undertaken	Internal discussion with HR & finance colleagues, approval of EMT on 12 August 2025, and consultation with the relevant Portfolio Holders in line with Financial Regulations
Finance and Resourcing implications	The estimated cost in 2025/26 is £26,000. This will be included in the September 2025 Financial Monitoring Report to Cabinet. Ongoing requirements will be captured as part of the council's Medium Term Finance Plan (MTFP) updates.
Legal implications	None
Risk assessment	Operational and reputational risks of not implementing this decision: <ul style="list-style-type: none"> • Service reliability and standards do not improve • Staff turnover may increase • Customer complaints may increase
Impact assessment	<p>Impact Assessment: Market forces supplement for HGV Drivers</p> <p>Environmental / Climate and Nature Impact - Positive Impact</p> <p>Ensuring continuity and reliability of public convenience cleaning supports the Council's objectives relating to maintenance of facilities for residents and visitors.</p> <p>Equalities Impact - Neutral to Positive Impact</p> <p>There is no evidence that this decision would disadvantage any particular group.</p> <p>Crime and Disorder Impact - Neutral Impact</p> <p>There is no direct link between the proposal and crime or disorder.</p> <p>However, maintaining standards of our facilities can in turn help to reduce acts of vandalism. regular waste collections can contribute</p>

	<p>Data Protection / Information Governance / ICT Impact - Neutral Impact</p> <p>The proposal does not involve the collection, processing, or storage of personal data beyond existing HR and payroll systems.</p> <p>No new ICT systems or data governance changes are required.</p> <p>New Forest National Park Impact - Positive Impact</p> <p>Ensuring continuity and reliability of public convenience cleaning supports the Council's objectives relating to maintenance of facilities for residents and visitors.</p> <p>Cranborne Chase National Landscape Impact - Neutral Impact</p> <ul style="list-style-type: none"> No known impacts
Any conflict of interest by officer taking the decision	There is none.
Decision taken by	James Carpenter JAMES CARPENTER Date of Decision: 28 August 2025
Background information	
Ward(s)	All
Portfolio Holder(s)	Councillor Heron – Finance and Corporate Councillor Blunden – Environment and Sustainability
Strategic Director(s)	James Carpenter Strategic Director of Place, Operations and Sustainability
Officer Contact	Chris Noble Assistant Director of Place Operations Chris.noble@nfdc.gov.uk

Appendices

None

Background Papers:

None