



Request: PRB831257512

Requesting manager: Sylvette Peksa (Acting Team Leader Food Safety & Health & Safety)

Request date: Thursday 23 April 2026

Initial application

Application type

- **PRB request type:** Recruit to an existing post (Permanent)
- **Start date:** 11 May 2026
- **Is this post a statutory role?:** No
- **Is this post part of reorganisation or restructure?:** No
- **Is this an agency conversion?:** No
- **Is this post exempt?:** Yes - Environmental Health Officers
- **Exception Criteria:** None

Post details

- **Post title:** Environmental Health Officer
- **Post number:** C010200541
- **Grade / Agency Grade:** LBTH Grade I-J (Bar at every point)
- **Spinal Column Point:** 35 Grade J
- **Does this post need Market Force Supplement?:** No
- **Work pattern:** Full-time
- **Hours per week:** 35.0
- **Location:** Town Hall
- **Does this post need a DBS check?:** No
- **Does this post require any other check or qualification?:** Environmental Health Degree or accepted equivalent as per the Food Law CoP
- **Is this post Politically Restricted?:** No
- **Line manager:** Vacant Post
- **Line manager post:** Principal Environmental Health Officer (Post no. C010200506)

Justification and budget

Why is this post needed?

From 11th of May, Kamal Miah (currently into C010200541 - EHO) will be appointed into the vacant role of Principal Environmental Health Officer (C010200506). We cannot have a team with

vacant posts with the current volume of statutory inspections to be undertaken in the borough. We already are under escalation with the Food Standards Agency as we should be inspecting our newly registered premises within 3 months of registration which is difficult if not impossible to do with a team not fully staffed. This role is a difficult one to recruit to and we have had a good candidate on the last round of interviews which would be appointable, however this was nearly 4 months ago so he might no longer be available. Failing that we will need to go out to advertise and so the sooner we do, the greater the chances are to get someone and not accumulate backlog on this year's inspection programme.

We also now need officers to be multidisciplinary between Food and Health and Safety which is creating an added difficulty in recruitment. The Team Regulates Food Safety/Health and Safety Legislation within the Commercial Sector within the Borough.

Food Safety involves risk-based inspections to food businesses in the borough to ensure they meet food hygiene standards to ensure the food sold at these premises is safe and without risk to health. Inspections involve giving the business a rating known as the Food Hygiene Rating Score, this provides a score from 0 to 5 (5 being Very Good) showing how well the premises complied with legal hygiene standards and practices. Local Authorities must ensure they perform official food controls on all operators regularly, on a risk basis and with appropriate frequency as dictated in the Food Law Code of Practice. They must ensure that inspections are carried out no later than 28 days after the due intervention date.

Health & Safety ensures the health safety and welfare of employees and those affected by the work activity (e.g. members of the public) of the retail, office and leisure/events sector etc. are protected as far as reasonably practicable. This is achieved by intelligence lead inspections and visits, investigation of reportable accidents at work, and investigation of complaints. Furthermore, it regulates Animal Licensing, Beauty Treatment Licensing, Smoke Free compliance, and Infectious Disease in terms of preventing the spread of notifiable diseases. It also operates the Best Bar None (BBN) best practice scheme for licensed premises aimed at making them an example of what a good leading licensed premises should be. It also ensures Launderettes compliance with the Greater London Council (General Powers) Act 1973.

The Team ensures compliance with a wide range of powers that include where necessary and appropriate Enforcement via Formal Notices and/or Prosecutions.

The post is within the current budget and forecasting, and the Team also brings income via Health Certificates and Inspection Rescores in the region of £33k per year, which would be affected if we cannot recruit to this post.

The Post is an exempt post as it requires the person to have an Environmental Health degree or similar in compliance with the Food Law Code of Practice.

What are the risks of not filling the post?

If the post is not filled this would have a detrimental impact on the Team, particularly with the number of Food Safety Inspections that we can undertake and the management of the Team. It would increase the workloads of remaining officers to a level that is likely to be unmanageable and would lead to the team not being able to deliver on its targets for end of 2026/27. This will also have a detrimental effect on the Team to be able to deliver on its statutory duties.

How is this post supporting the wider organisational plans?

This post directly supports the Council's wider organisational plans by strengthening Tower Hamlets' capacity to protect public health, ensure safe food standards, and promote healthier and safer workplaces. The role provides essential operational resilience within the Food Safety and Health & Safety Team, enabling effective regulation, risk based enforcement, and support for local businesses in a densely populated and diverse borough. It also contributes to reducing health inequalities, safeguarding residents and workers, and ensuring statutory duties are met while supporting economic growth and community confidence.

How critical is this post to your service?

We already are on escalation with the Food Standards Agency as we have failed to meet some of our targets last Financial Year, this means some premises should have been inspected and were not, posing a risk to Public Health. It is critical the team is at full capacity to ensure each officer target of inspection is completed. We also a large volume of work falling under Special treatment and Licences which needs to be undertaken and a duty to ensure these are dealt with.

How does this meet Best Value Criteria?

The Environmental Health Officer post meets Best Value criteria by delivering economical, efficient, and effective delivery of statutory Food Safety and Health & Safety services. The role ensures frontline capacity to carry out inspections, investigations, and enforcement in line with legal obligations, using a risk based approach that targets resources where they have the greatest impact.

Employing a permanent EHO provides better value for money than reliance on agency staff, retaining skills, local knowledge, and service continuity. The post supports service efficiency by helping to meet statutory inspection programmes, preventing incidents before they escalate into costly enforcement action, legal challenge, or public health impacts.

We also income generation with reinspection requests which cannot be accepted if we do not have capacity.

- **Have you tried to offer opportunity via Secondment / Acting Up / redeploying existing employees?:** Yes
 - **Can this role be absorbed by existing posts or filled through a current vacancy?:**No
 - **What is the Cost Code for this role?:**54040
 - **What is the total annual cost of this post?:**£50175
 - **Do you have the cost of this post in your budget?:**Yes
 - **Is the Cost Code forecast to be on budget?:**Yes
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Finance Review

Is this cost budgeted for the duration of the post?:Yes

Where does the fund come from?: General fund

Is the Cost Code forecast to be on budget?: Yes

Has the vacancy factor been achieved?:Yes

Is the service delivering 30% agency reduction?: Yes

What do you want to do with this application?:Approve

Please explain why you are approving this application

This is a request to recruit to a post that is soon to become vacant. This is a sufficiently budgeted position.

HR Review

How does this meet Best Value Criteria?

This is an exempt post therefore to some extent it's justified why these posts have priority. The service has permanent funding available to recruit to this post on a permanent basis, therefore this should be made possible as opposed to any temporary arrangement i.e agency cover.

Is this the most cost-effective route to market?:Yes

Please give the outcome of your Equality Impact Assessment

N/A

What do you want to do with this application?:Approve

Please explain why you are approving this application

This is a statutory function and a compulsory need for this post to be recruited to, or there could be significant service implications.

Director Review

Kiran Vagarwal (Dir of Public Protection Integrated Enfo)**How does this post align with the council's strategic views?**

Cleaner and greener and enforcement

How does this meet Best Value Criteria?

the post is statutory and required for compliance

What do you want to do with this application?:Approve

Please explain why you are approving this application

its a stat position required for the service

Corporate Director Review

Gillian Marston (Corporate Director Communities)

What do you want to do with this application?:Approve

Please explain why you are approving this application

as outlined

People Resourcing Board Outcome

What do you want to do with this application?:Approve

Please explain why you are approving this application

PRB Decision: Approved by Exemption - Permanent recruitment to EHO to cover vacant post

PRB Date: 09/07/2026