

Decision under Delegated Powers

DD number: 006

Officer Making the Decision

Katie Moore – Head of Strategic Housing

Recommendation

Changes to the job profile and salary grade (from PO2 to PO3) for the M511 Housing Development Manager post with effect from 5th December 2024.

Reason

To support the effective delivery of the Housing Development service.

Authority for Decision

Under Section 8 of Constitution the Head of Paid Service (Chief Executive) has delegated authority to agree changes to the establishment, within budget and without major operational disruption or interruption or services or involving a change from direct to indirect provision or vice versa or other policy implications.

This has been further sub-delegated by the Chief Executive to Strategic Directors/Heads of Service in certain circumstances (DD002 021 refers). These proposals fall within the limit of the authority of the relevant Head of Service.

Decision and Date



Katie Moore
Head of Strategic Housing
8th January 2025.

Background

A review of the M511 Housing Development Manager job profile has been carried out to ensure it reflects current service demands and delivery.

The revised job profile has been re-evaluated by human resources at salary grade PO3.

Comments from HR

HR Advisor: Nicola Ward (13/12/24)

Summary of Comments from HR: The post was put through Job Evaluation 05/12/2024 due to revised duties. Recent DD regarding Recruitment Incentives

(does not yet have a DD Number allocated) states that this post was due to receive a Market Premia, this is no longer the case as stated above, due to the increase of grade. Normal recruitment process to now be followed.

HR seen recommendations (both draft and final, if amended): Y

Financial Implications

The difference between the current salary grade PO2 and salary grade PO3 is approximately £4,000 per year (approximately £5,800 per year including on-costs).

The application of a market premia equivalent to the same amount was approved for this post prior to the review and re-evaluation of the job profile. The market premia will no longer be applicable following the implementation of the changes to the job profile and salary grade.

[IAA 20.12.24]

Risk Management

No specific risks have been identified with this report.

Equality, Diversity and Inclusion

None identified.

Climate Change and Carbon Impact

None identified.

Crime and Disorder

None identified.

Wards Affected

No applicable.

Publicity Arrangements

Not applicable.

Consultations

Not applicable.

Links to the Corporate Strategy

| | |
|---------------------------------|-----|
| Effective and Efficient Council | No |
| Environment and Climage Change | No |
| Homes and Communities | Yes |

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|--------------------|----|
| Economy and Growth | No |
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Key Decision

No.

Background Papers

DD001 - Strategic Housing Recruitment Incentives – December 2024.