

Decision under delegated powers

Authority to employ additional temporary members of the anti-social behaviour-social behaviour and tenancy & estate management teams

Officer requesting decision (if necessary)

Andrew Staton - Landlord Services Manager

Officer making the decision

Jan Glass, Head of Landlord Services

Recommendation

To recruit two new additional members of staff, tenancy & estate management officer (post no. Q077), 37hrs/wk, grade E; and ASB officer (post no. Q076) 37hrs/wk, grade S01. Both posts on three-year fixed-term contracts.

Reason

Cabinet has recently agreed to a four-phase declassification of the 1000+ plus properties of the council's stock currently designated to be let to people aged 45 or older. The four-phase process will start on 30 June 2024 and run until late 2025.

It has been acknowledged that there is a likely consequence to this declassification in respect of additional tenancy management and anti-social behaviour workload. To accommodate this it has been agreed to recruit an additional tenancy and estate management and an anti-social behaviour officer over this period in order to manage the expected increase in workload.

Authority for decision

Under section 8 of the 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 (DD 002 021 refers). These proposals fall within the limit of the authority of the relevant head of service.

Decision and date

Approved. 07/06/24

Background

Over 1,000 council dwellings are currently reserved only to be let to people who are aged 45 or more. This represents approximately one fifth of the entire council stock. Currently approximately ten per cent of these properties are void compared to over six per cent for non-age-restricted general needs stock. Moreover, imposing an arbitrary age limit can be seen as discriminatory. In order to address these aspects of the age restriction, the council's cabinet has decided to remove it in four phases over the next eighteen months with effect from 30 June 2024 [phase 1].

Comments from HR

HR adviser: Sally Dobrowolska

Summary of comments from HR:

HR support the increase of establishment for the posts outlined within this DD. Normal recruitment and selection procedures should apply.

Financial implications

Cabinet's decision on 26 February 2024 to employ two additional members of staff for a three-year fixed-term period has resulted in the employment costs being added into the salaries budgets from 1 April 2024.

The cost of an additional full-time (37hrs p.w.) tenancy and estate management officer (post no. Q077) will be approx. ***£47,300 pa** (Grade E) and will be funded from H020/A0101.

The cost of an additional full-time (37hrs p.w.) anti-social behaviour officer (post no. Q076) will be approx. ***£51,300 pa** (Grade S01) and will be funded from H021/A0101.

*Based on 2024/25 Salary Master. Includes all on-costs.

Is a virement (budget transfer) required to fund this decision?

Risk management

No specific financial risks have been identified with this report.

Key decision: No