

## Report of the Portfolio Holder for Resources and Personnel Policy

**Approval for an Interim Senior Development Officer Role**1. Purpose of Report

To seek approval for a six-month interim role within Asset Management and Development department to be based in the Housing Delivery team.

2. Recommendation

**Cabinet is asked to RESOLVE that:**

- 1. the six-month interim post be approved.**
- 2. that the creation of a 26-week interim Senior Development Officer post in Asset Management and Development at a cost of £65,000 be approved, to be funded from the Housing Revenue Account (HRA) as detailed in the report.**

3. Detail

The Council has been notified that it has been selected for a Home's England scheme audit, commencing on 2 September 2024. The audit process involves contracting with an independent auditor chosen from Home England's framework.

A successful outcome of the Homes England audit process will enable Broxtowe Borough Council to continue to be earmarked for future development funding. Conversely, a poor outcome of the Homes England audit could be detrimental towards future funding opportunities.

The appointment of an Interim Senior Development Officer would support the Interim Housing Delivery Manager at a busy time for the team. The interim role would include undertaking practice audits of all Homes England schemes, ensuring development procedures are in place and consolidating the growing development programme in line with financial appraisal requirements. The role will therefore enable the Council to be best prepared for this audit.

The interim role will also be transferring their knowledge, skills and experience to the team during this assignment, enabling the development of permanent staff to undertake this work in the future.

4. Key Decision

Not applicable.

5. Updates from Scrutiny

Not applicable

6. Financial Implications

The comments from the Head of Finance Services were as follows:

The cost of the proposed Interim Senior Development Officer post in Asset Management and Development would be up to up to £65,000 for 26 weeks full-time at £500 per day). This interim post would be fully funded by the Housing Revenue Account (HRA), through the capital salaries recharge to the Capital Programme. The associated increase in prudential borrowing costs for the Housing Capital Programme will be met from the HRA.

This is proposed as a 26-week interim post so any significant extension at a later stage would need further Cabinet approval.

7. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

Any legal implications relating to this report will be updated at the meeting.

8. Human Resources Implications

The comments from the Human Resources Manager were as follows:

HR support the proposals. If Agency is used, IR35 status will need to be determined by the department.

9. Union Comments

The Union comments were as follows:

There are some concerns regarding the use of interims/consultants. Going forward, UNISON's stance will be to question whether they provide value for money for the Council, how long they will be employed and the reasons why the post cannot be recruited to using standard Council processes.

Whilst we acknowledge that this work is important, and the Council has an ambitious new build housing plan to deliver, we have concerns that the £65,000 salary is excessive for a six-month contract. The team is already being managed by an Interim Delivery Manager, presumably at a high cost to the Council; therefore, we would prefer to see a temporary post added to the establishment on the standard Council contract and grades to avoid a high cost to the

organisation. We have seen no evidence to suggest that this would not be possible, and would ask that it is attempted before interim consultants are employed.

10. Climate Change Implications

The climate change implications are contained within the report.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As this is not a change to policy or a new policy an equality impact assessment is not included.

13. Background Papers

Nil.