

CANNOCK CHASE DISTRICT COUNCIL

COUNCIL

23 JANUARY 2008

REPORT OF DEPUTY CHIEF EXECUTIVE

STRATEGIC HOUSING MANAGER

1. Purpose of Report

- 1.1 To propose the upgrading of the post of Strategic Housing Manager to Head of Strategic Housing.

2. Recommendations

- 2.1 That the Deputy Chief Executive be authorised:-

- To consult with staff on the creation of the new post of Head of Strategic Housing, and the deletion of the current post of Strategic Housing Manager, as set out in this report.
- Subject to the outcome of those consultations, to draw up the detailed job description, create the new post, and to make appropriate arrangements for recruitment to the post.

3. Key Issues

- 3.1 The post of Strategic Housing Manager has been vacant for some time while discussions have been underway with the County Council regarding the creation of a joint post. Those discussions have now concluded.
- 3.2 It is proposed that a joint Head of Strategic Housing post be created, reporting to the Deputy Chief Executive. This would replace the current Strategic Housing Manager. It would encompass responsibility for the full range of duties of the current post, extended to include support for the District Director of Social Care and Health. The salary grade of the new post would be subject to Hay evaluation, but would be expected to fall within the Council's Head of Service 2 or 3 Grades.
- 3.3 The County Council have offered to fund 50% of the cost of this post for a period of five years. This will result in an estimated saving of around £13,000 in 2008-09 to this Council, which it is proposed to use to provide extra support to compensate for the time the postholder will spend on County work which would previously have been spent on District work.

3.4 In accordance with the Council's normal Human Resources policies, a formal consultation with staff will need to be undertaken before this change can be made. It is proposed that the Deputy Chief Executive be authorised to finalise the job description following the consultation exercise. Should the consultation process identify any significant issues, a further report will be brought back to the Council.

4. Human Resources Implications

4.1 Since funding is initially for 5 years any postholder may be entitled to redundancy payment at the end of that period and financial provision should be made to accommodate this.

4.2 Confirmation of the grade will be subject to a full Hay evaluation once the Job Description is finalised.

5. Legal Implications

5.1 There are no legal implications relevant to this proposal.

6. Financial Implications

6.1 The net saving due to the up-grading of the Strategic Housing Managers post to that of the Head of Strategic Housing is estimated to be £13,000 in 2008-09 rising to approximately £18,000 in 2012-13.

6.2 This saving is based on the new post of Strategic Housing Manager being graded at the level of "HD8" within the Council's Head of Service grade. The estimated savings referred to above will be used to provide extra support as referred to in the main body of the report. Should it be determined that the new Head of Service post will be higher/lower than the "HD8" level, then the amount of savings available to be spent on additional support will be adjusted accordingly.

6.3 Any future costs of redundancy are to be met by Staffordshire County Council should they withdraw from the arrangement.