

Decision under Delegated Powers

Officer Requesting Decision:

Head of Strategic and Private Sector Housing – Alison Simmons

Officer Making the Decision:

Chief Executive – Rob Mitchell

Recommendation:

Following the successful MHCLG Next Steps Accommodation funding across the LLR approve the:

- Conversion of 1 x Full Time Equivalent Fixed-Term Move on and Reconnection Officer for a period of 6 months into 2 x Full Time Equivalent Fixed-Term Move on and Reconnection Officers for a period of 3 months.

Reason:

To enable the delivery of the MHCLG Next Steps Accommodation funding across Leicestershire and Rutland to assist those placed through the “Everyone In” to move on into suitable accommodation.

Authority for Decision:

Section 8 of the Council Constitution contains authority for the Head of Paid Service (Chief Executive) to agree changes to the establishment, within budget and without major service or policy implications, affecting no more than five posts (irrespective of their post number) in any single case (item 6 on page 8-4 of the Constitution).

Decision and Date:

Approved 4th January 2021

Background:

The District and Borough Councils within Leicestershire and Rutland County Council submitted a bid to the Ministry of Housing, Communities and Local Government Next Steps Accommodation Fund and were awarded funding for bed and breakfast costs, emergency/cold weather provision accommodation, landlords incentives and reconnection costs and the employment of an officer for 6 months to assist with the move on and reconnection.

The role will be responsible for:

- Supporting individuals identified as rough sleeping or at imminent risk of rough sleeping to move on from temporary to longer term accommodation and reconnect to areas where they are likely to be able to secure longer term accommodation
- Offer advice and assistance in relation to housing and finances
- Delivery of an effective and appropriate service to all service users, fairly and without discrimination

Funding was awarded for 1 x Move On and Reconnection Officer for a period of 6 months up until 31st March 2021. Due to the timeframes relating to the confirmation of the funding award and realigning the recruitment process, it was not possible to successfully recruit to the post by the 1st October 2020.

The conversion of 1 x Officer for 6 months into 2 x Officers for 3 months will ensure that there are sufficient resources to provide the service over a shorter time period.

The 2 x fixed-terms are due to commence on the date of recruitment and end on 31st March 2021.

Summary of Advice Provided by HR:

HR Adviser: Anna Cairns (4/1/21)

Variation forms or the normal recruitment process should be completed in relation to these posts.

Financial Implications:

The cost for 2 x Scale E Move On and Reconnection officers for a period of 3 months is £19,100. This cost includes £18,400 for the salaries (including on-costs) plus £700 for the essential car user allowances.

£329,943 Next Steps Accommodation Grant was awarded by the Ministry of Housing, Communities and Local Government. This funding is sufficient to cover the total cost associated with these posts.

Risk Management:

Risk Identified:	Likelihood:	Impact:	Risk Management Actions Planned:
This DD is not agreed and there will be insufficient resources for the delivery of the move on and reconnection service within Charnwood and across Leicestershire and	Medium	Medium	The funding can be returned to the Ministry of Housing, Communities and Local Government (please note that there may be administrative charges relating to this).

Rutland.			
It is not possible to recruit to the new posts on fixed term contracts.	Low	Medium	Attempts to recruit temporary agency staff via Matrix (please note that this may have increased financial implications).

Key Decision: No

Background Papers: DD160 2020