

Decision under Delegated Powers**Officer Requesting Decision**

Christine Ansell, Head of Landlord Services

Officer Making the Decision

Geoff Parker, Chief Executive

Recommendation

That two permanent full time posts of Financial Inclusion Officer, Post No. Q085, at scale 5, be created in the housing income team (H015), at a total cost of £53,200 to the Housing Revenue Account (HRA). Effective date for the posts is 01.04.2015. Both posts are for 37 hours each (total 74 hours) and both posts reporting manager will be the Income Team Leader.

Reason

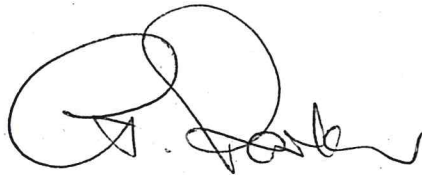
To allow permanent recruitment to the posts

Authority for Decision

Under Section 8 of the Council's Constitution the Head of Paid Service (Chief Executive) has delegated authority '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



26 March 2015

Background

There is currently one temporary full time Financial Inclusion Officer post in the team. That comes to an end at the end of 2014/15.

When reviewing the HRA Business Plan, it was agreed to fund two permanent full time Financial Inclusion Officer posts. This was to prepare for the introduction of Universal Credit and to enable the bad debt provision to be managed. The costs for these posts were included in the financial elements of the Business Plan and were also included in the budget for 2015/16

recommended Cabinet in February 2015 for approval by Council, with subsequent approval by Council. It is now necessary to create the posts on the establishment.

Comments from HR

HR Advisor: Anna Cairns (9/3/15)

Summary of Comments from HR: The normal recruitment process should be followed to recruit to these posts.

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

Financial Implications

There are two Financial Inclusion Officer posts budgeted for in 2015/16 at scale 5 with funding of £26,600 per post. These were budgeted for as a result of the HRA business plan as described in the background section above.

Risk Management

There are no risks associated with this decision

Key Decision: No

Background Papers: None