

Committee Name and Date of Committee Meeting

Staffing Committee – 19 July 2022

Report Title

Recruitment to the post of Assistant Director Housing

Is this a Key Decision and has it been included on the Forward Plan?

No

Strategic Director Approving Submission of the Report

Ian Spicer, Strategic Director of Adult Care, Housing and Public Health

Report Author(s)

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Ward(s) Affected

None

Report Summary

This Report asks the Committee for approval of a market supplement to the Assistant Director of Housing following challenges in the previous recruitment activity.

Recommendations

Staffing Committee are asked to:

1. Approve a market supplement of up to £7500 for the post of Assistant Director of Housing in addition to the Assistant Director salary of £91,558

List of Appendices Included

None

Background Papers

Localism Act 2011 Hutton Review of Fair Pay in the Public Sector
Local Government Transparency Code 2015
Pay Policy Statement
Officer Employment Procedure Rules

Consideration by any other Council Committee, Scrutiny or Advisory Panel

No

Council Approval Required

Yes

Exempt from the Press and Public

No

Assistant Director Housing Recruitment

1. Background

- 1.1 The Assistant Director Housing is responsible for delivering the Rotherham 30-year housing strategy which sets out the long-term vision for housing in the borough and achieving the corporate plan objective “People can access affordable, decent housing”.

The Vision:

- People living in high quality homes
- Rotherham Council being the best housing provider in the country
- Reducing the gap between the most and least deprived neighbourhoods, so that everyone can live in safe, healthy and vibrant communities
- Households living in energy efficient homes
- A revitalised town centre with a new urban community

2. Key Issues

- 2.1 The post has been advertised on two occasions, in June 2021 and September 2021, without attracting appointable candidates.
- 2.2 The Local Government Chronicle and Local Government Association have highlighted that a significant proportion of councils are experiencing severe challenges in recruiting and retaining essential staff in senior roles, with the level of pay being a major factor.
- 2.3 Although benchmarking of salaries has shown the Council’s Assistant Director posts to be competitive, the scale of the role and ambitions for the Council’s housing strategy mean that the role is broader in scale than many other local authorities. The role includes the management of the Council’s Housing (circa 20,000 homes), the ambitious growth in Council Housing, the development and delivery of the Housing Strategy for the borough across all tenures and the associated strategic partnerships both within Rotherham and across South Yorkshire.
- 2.4 The addition of a flexible market supplement will aid the Council in attracting high quality candidates in an increasingly competitive market.

3. Options considered and recommended proposal

- 3.1 Although the post has been covered on a temporary basis, following two unsuccessful recruitment processes, the service requires the post to be filled on a permanent basis in order to deliver on its priorities as set out in the Council Plan.
- 3.2 The recommendation is for Staffing Committee to approve a market supplement of up to £7500, in addition to the Assistant Director salary of £91,588.

4. Consultation on proposal

- 4.1 Consultation has taken place with the Leader, relevant Cabinet Member and Chief Executive of the Council and the Monitoring Officer.

5. Timetable and Accountability for Implementing this Decision

- 5.1 If approved, it is expected that the post be advertised for an extended period from July and throughout August to maximise interest in the role. Final selection, consisting of assessment centre and Senior Officer Appointment Panel, will take place in September (dates to be confirmed).

6. Financial and Procurement Advice and Implications

- 6.1 There are no direct procurement implications associated with the recommendations included within this report.
- 6.2 The cost of this post is included within the Council's Budget and is split funded between the HRA (90%) and General Fund (10%). The budget is based on a salary of £91,558, therefore if the proposal is approved it potentially adds up to an additional £7500 cost to the service (if the successful applicant is recruited at the top of the proposed pay range). However, given the critical nature of the post, the cost can be accommodated within the existing overall service budget.

7. Legal Advice and Implications

- 7.1 The report complies with the legislative requirements and is in line with the Council's Pay Policy Statement.

8. Human Resources Advice and Implications

- 8.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation.

9. Implications for Children and Young People and Vulnerable Adults

- 9.1 The appointment of a suitably qualified and experienced candidate supports the Council's key priority that People are Safe, Healthy and Live Well

10. Equalities and Human Rights Advice and Implications

- 10.1 In making any decision the Council is required to have due regard to its equalities duties and in particular with respect to the Equality Act 2010, section 149, part 11 of the public sector duty:
- a) eliminate discrimination, harassment, victimisation and eliminate any other conduct that is prohibited by or under the Act,
 - b) advance equality of opportunity between persons who are a protected characteristics and persons who do not share it and to

c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

10.2 The recommendation before the Council will not have any adverse impact on anyone with one or more protected characteristics, namely age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

11. Implications for CO₂ Emissions and Climate Change

11.1 There are no implications for CO₂ Emissions and Climate Change

12. Implications for Partners

12.1 There are no implications for partners

13. Risks and Mitigation

13.1 There is a risk that the Council will be unable to deliver the Housing Strategy for the Borough.

Accountable Officer(s)

Name, Job Title Ian Spicer Strategic Director ACHPH

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