

STAFFING COMMITTEE
19th July, 2022

Present:- Councillor Alam (in the Chair); Councillors Allen, Read and T. Collingham.

15. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Reynolds.

16. MINUTES OF THE MEETING HELD ON 16TH FEBRUARY, 2022

The minutes of the previous Staffing Committee meeting held on 16th February, 2022, were considered.

Resolved:

That the minutes of the meeting held on 16th February, 2022, be approved as a true and correct record of the proceedings.

17. DECLARATIONS OF INTEREST

There were no declarations of interest.

18. EXCLUSION OF THE PRESS AND PUBLIC

The Chair advised that there were no items of business on the agenda that would require the exclusion of the press and public from the meeting.

19. RECRUITMENT TO THE POST OF ASSISTANT DIRECTOR HOUSING

The Assistant Director, Human Resources and Organisational Development, introduced the report explaining that it was a key role. The post had been advertised on two occasions, in June 2021 and September 2021, without attracting appointable candidates.

He explained that, although benchmarking of salaries had 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.

He clarified that the recommendation was for the Staffing Committee to approve a market supplement of up to £7,500, in addition to the Assistant Director salary of £91,588.

In response the Assistant Director, Human Resources and Organisational Development explained that the market supplement for this position, which was deemed to be at the right level, had been based on a proportion of a market supplement used for another position within the Council.

In consideration of the proposal, it was acknowledged that a principle had been established previously whereby if a vacancy could not be recruited to on two separate occasions, then a market supplement could be considered. This was an important, large-scale function within the Council therefore the request to use a market supplement was considered reasonable.

It was noted that the post would be advertised July and August, therefore, it was suggested that the closing date of the position be extended to enable the maximum time for submission of applications.

In response it was noted that both internal and external candidates would be able to apply for the position.

The Assistant Director, Human Resources and Organisational Development, explained that the previous recruitment rounds had attracted candidates who would be stepping up into the role rather than candidates already operating at that level.

It was confirmed that applying a market supplement to this advertisement would not set a precedent to future recruitment, these are decided on a case-by-case basis. It was clarified that market supplements could be removed should the position change for future recruitment.

RESOLVED: That the Staffing Committee agreed to:

- 1. Approve a market supplement of up to £7,500 for the post of Assistant Director of Housing in addition to the Assistant Director salary of £91,558.**

20. URGENT BUSINESS

The Chair reported that there were no urgent items of business requiring the Committee's consideration.