

## **Private Rental Sector Enforcement Competition – Additional Funding**

Management is proposing to intend to deliver the additional funding in the same manner it delivered the scheme within the 2021/22 financial and are supporting around 25 additional Local Authorities in the financial year 2022/23. It needs to ensure that the data collated is comparable, since it is an extension of an existing project. Therefore, the same parameters of the project still stand. Previously, back in 17/02/2021 and 15/07/2021, two delegated decisions were submitted and this advice would still remain the same.

### **Updated advice following the previous delegated decision of 17/02/2021**

Management is proposing to extend the fixed-term contracts of three employees until March 2023 (1 x Principal Training Projects Manager and 2 x Business Support Officers). These were initially employed on a 6-month fixed-term contract, giving a proposed total of 2 years' service by the projected end date. The extension will allow the team to attract the external funding and create the competition as outlined. All posts are externally funded and will continue to generate income for the Council.

If the situation occurs, and where an employee accrues more than 2 years' service, management should be aware of the right to a redundancy payment if the reason is redundancy and budget accordingly. This will be taken into account with the grant management fee and is at no cost to the Council.

In giving notice to end a fixed-term contract, management will need to ensure appropriate timelines are in place to notify the affected employees and give appropriate notice and referral to redeployment through the Departmental Human Resources Team, as appropriate.

Management will need to contact East Midlands Shared Services to ensure that employees are advised of the decision to extend in writing.

### **Updated advice following the previous delegated decision of 15/07/2021**

In terms of the Human Resources impact, 2 x Project Support Officer posts were recruited to (one post-holder has since left and the Council is now looking to replace another role), which are required to support the additional work. From discussion with the report author these are essential to the delivery in order to manage the volume of applications received and to respond in a timely fashion. Approval through the Vacancy Management process will be required and, as part of this, redeployees should be considered before going to external advert. An appropriate recruitment and assessment process should then be undertaken and the appointee supported in terms of Council Induction and personal development in accordance with performance management frameworks. The two posts were on fixed-term contracts and are now permanent due to the timescales they have been at the Midlands Net Zero Hub delivering multiple projects.

Advice provided by Raj Athwal (HR Consultant) on 01/07/2022.