

Homelessness Grant Funding 2022/2023

Management have proposed the following proposal which is related to the acceptance of the Homelessness Prevention Grant (HPG) funding from the Government Department of Levelling Up, Housing and Communities (DLUHC) at the value of £1,545,876 and contribute it to spend in accordance with the programme at EA1. This project is already underway and additional funding is sought to extend / make permanent the fixed term contracts in place. The funding has already been carried out by in-house staff who is project managing this work and this agreement will carry on until complete. Permission to introduce and recruit to a variety of roles has also been agreed.

Please see attached Appendix 1 attached which states to all the changes to variations of posts in detail.

Management will also need to consider the exit strategy at the end of any fixed term contracts. This will need to include consideration of financial costs for potential compensatory payments for redundancy, in the event contracts are extended and more than 2 years' service is accrued.

As some of the posts are initially temporary, an appropriate exit strategy must be in place to terminate the contract in line with NCC guidance in the event that the post cannot be made permanent at the end of the fixed term period. Management will need to ensure appropriate timelines are in place to notify the affected employee and give appropriate notice.

In relation to any recruitment if required management would be required to recruit via the recruitment process. A business case for recruitment is required with the support of the relevant Director and all requests should be submitted through the recruitment portal. All posts will be considered for redeployment and internal resource options should be considered first.

Management should be aware that the selected candidate(s) should commence on a starting salary of Level One within the respective Grade, unless the appointed colleague is already in employment at the council and on Level two of the same grade, in which case the employee would be matched over at the rate of pay they currently receive.

There will need to be a support and development plan for the new post holder once appointed in line with managing performance through the new probationary policy.

HR is supportive of the proposal to accept funding and retain the posts, as this will enable NCC to enable planning for a future delivery model within which the function of the posts can be sustained.

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