

Operational Decision Record

Publication Date 27 September 2024	Decision Reference Number 5177
Decision Title	
Interim Staff Disposals & Development – Strategic Assets & Property	
Decision Value	
£230,671	
Revenue or Capital Spend?	
Revenue	
Spend Control Approval	
Has the spend been approved by Spend Control Board? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> n/a Spend Control Board approval reference number: 5370	
Department	
Strategic Assets & Property	
Contact Officer (Name, job title, and contact details)	
Beverley Gouveia – Head of Property	
Decision Taken	
To approve expenditure on the continued appointment of interim staff to support the Disposals & Development Team within Strategic Assets & Property for the period 1 st October 2024 to 31 st March 2025.	
Reasons for Decision and Background Information	
<p>Approval was obtained in February 2024 for the extension of interim contracts between the period 1st March 2024 and 30th September 2024. Spend control for the period 1st April 2024 to 31st March 2025 was also obtained.</p> <p>Approval for the second half of 2024/25 is now required to approve the expenditure on interim staffing within the Disposals & Development Team. The Council's disposals programme is being escalated meaning there is a requirement to retain the current quota of interim staff. Permanent recruitment drives have been undertaken but these were unsuccessful at senior levels.</p> <p>Strategic Assets & Property are working with HR on a recruitment plan with an aim to appoint on a permanent basis which will reduce costs.</p> <p>Forecast expenditure remains in line with the spend control referenced above.</p>	

Other Options Considered and why these were rejected

- To not recruit interim resource - would result in the lack of ability to actively review the Council's portfolio and undertake identified disposals. A lack of capital receipts would leave the council in a very difficult financial position. The review and streamlining of the Council's assets are a significant part of its transformation process.
- Recruit permanently - the council has already attempted this on several occasions, most recently in October 23. Further consideration needs to be given as to how we might improve the prospects of permanent recruitment before we yet again return to the recruitment market.
- To outsource further work - A reasonable level of professional work is already commissioned out where the council does not have the internal capacity or skills to deal with it. We do not have the internal capacity to commission/manage further work in the short term.

Reasons why this decision is classified as operational

The matter relates to the day-to-day management of adequate levels of staffing resource/work programmes for which there is existing budget provision. Spending control approval has been given.

Additional Information**Finance Comments:**

The interim staff who are the subject of this decision are fully accounted for within the current year's monitoring and forecasting. It is forecast that the additional cost of employing disposal surveyors will be met mainly through additional fee income derived from capital receipts on property disposals, with the addition of the sum of c.£100k expected to be received through Transformation funds.

Sarah Baker, Senior Commercial Business Partner (Corporate Landlord)

HR Comments: This decision is to extend the existing arrangement that has been in place and fully approved. Spend Board approval is in place for spend up to end of March 2025, and current spend is forecast not to go above the agreed amount. Therefore, as the other alternatives have been investigated but not appropriate and as recruitment activity has been unsuccessful with the tight timescales for the work this seems a logical approach until a suitable recruitment strategy can be put in place. Carolyn Owen HR Consultant

Decision Maker (Name and Job Title)

Nicki Jenkins, Corporate Director of Growth and City Development

Scheme of Delegation Reference Number

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Date Decision Taken

16.09.24