

**OFFICER DELEGATION SCHEME
RECORD OF OPERATIONAL DECISION**



TO BE UPLOADED TO THE E-MEETINGS MANAGER

Date: 15/2/17	Ref No: 1527	
Type of Operational Decision:		
Executive Decision <input checked="" type="checkbox"/>	Council Decision <input type="checkbox"/>	
Status: For publication		
Title/Subject matter: Approval to establish two new posts to enable increased delivery of housing growth contributing to the Housing Strategy and making best use of Council land suitable for residential development.		
Budget/Strategy/Policy/Compliance – Is the decision:		
(i) within an Approved Budget	Yes	
(ii) not in conflict with Council Policy	Not in conflict	
(iii) not raising new issues of Policy	No new policy issues	
Equality Analysis [Does this decision change or make policy; change or make procedure or working practice? An Equality Analysis must be completed to assess the Impact on equality and the relevance of the Public Sector Equality Duty. This should be signed off by your departmental equality representative and accompany this decision form. Please forward a copy to the Equality email for publication].	n/a	
	<table border="1"> <tr> <td>Signed: (By EA Officer)</td> <td>Date:</td> </tr> </table>	Signed: (By EA Officer)
Signed: (By EA Officer)	Date:	
Details of Operational Decision Taken [with reasons]: Housing growth and the delivery of affordable housing are corporate priorities. In addition, the rationalisation and use of Council owned land to deliver against a number of objectives is an important consideration. Collaborative work led by Communities and Wellbeing has been delivering good progress in key aspects of these priorities. However it has been recognised that there is a growing need and business case for an increase in the scale and pace of activity in order for the Council to deliver in this area of work and harness the significant opportunities which are available through devolution and our broader partners and stakeholders. This is only possible by providing additional staffing capacity. The proposal is that two additional posts be established within Urban Renewal as follows: <ol style="list-style-type: none"> 1. A Housing Growth and Development Manager (Grade 15) 2. A Housing Growth and Development Officer (grade subject to evaluation but estimated to be Grade 12) These posts are to be initially established as 3 year fixed term contracts, with a review being undertaken before their expiry to consider the position going forward.		



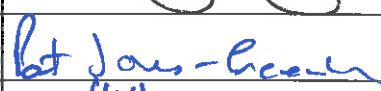



The key aspects which these proposal for additional staffing will enable are as follows:

- Making best use of Council assets/land which are suitable for residential development; obtaining potentially significant financial returns and delivering the most appropriate outcomes for these sites.
- Influence others in the use of their land/assets for residential development, including the private sector and public bodies.
- Influence and attract others, including developers, registered providers and investors etc to invest and develop various forms of housing.
- Maximise the staffing and significant financial resources available through GM Place/ the HCA and other partners/stakeholders

The costs of the 2 additional officers are estimated (subject to job evaluation) to be:

Post	Salary	On costs (pension etc)	Additional costs (IT, training etc)	Total costs per annum	Total cost over 3 years
Housing Growth and Development Manager	£40, 217	£11,060	£2,777	£54,054	£153,831
Housing Growth and Development Officer	£33,857	£9,311	£2,777	£45,945	£129,504
Total	£74,074	£20,317	£5,554	£100,000	£300,000

The funding for the additional staffing has been identified and will be underwritten from reserves in the first instance. When capital receipts are generated then there will be a charge made against those.

Decision taken by:	Signature:	Date:
Assistant Director – Strategy, Procurement and Finance		7/3/2017
Head of Workforce – Communities & Wellbeing		7/3/17
Executive Director or Chief/Senior Officer		17/3/17
Members Consulted [see note 1 below]		20/3/17
Cabinet Member/Chair		14/3/17
Lead Member		
Opposition Spokesperson		5/4/2017

Notes

1. It is not generally a requirement to consult with any Members on Operational Decisions but where an Executive Director considers it necessary to consult with the appropriate Cabinet Member and/or Lead Member, they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained to confirm that he/she has been consulted.
2. **This form must not be used for urgent decisions.**