

REPORT TO HR and APPEALS PANEL

Title:	Engagement of a Contractor on a Fixed Term Contract – Department for Business Growth and Infrastructure
Date of Meeting:	HRA – 18TH December 2019
Project Lead Officer:	Caroline Schofield – Strategic Lead - HR
Project Sponsor:	Lynne Ridsdale – Deputy Chief Executive (Corporate Core)

1. Background:

- 1.1 A decision was taken by the HR and Appeals Panel on 20 June 2017, to approve the establishment of two new Director posts within the Department of Business Growth and Infrastructure. This included establishing the post of Director of Housing, Growth and Development; a specialist role to shape the long term commercial strategic direction of the Council’s housing stock and future vision for growth; including responsibility for the housing strategy and pipeline, delivery vehicle and governance and strategic relationship with Six Town Housing.
- 1.2 The Council followed a rigorous, external and transparent recruitment process this time last year to recruit to this position. The current post holder has resigned and leaves the Council at the end of this calendar year. The vacancy provides a helpful opportunity to reconsider leadership requirements in the context of evolving strategy. Specifically, determination of arrangements around the Council’s strategic delivery vehicle (consideration of a Development Company) may have a fundamental impact on the nature of post required.

2. Proposals:

- 2.1 It is proposed to engage a contractor on a six month fixed term contract to work on specific urgent deliverables, following which the permanent role requirement will be assessed, determined and recruitment progressed if appropriate.
- 2.2 The specific deliverables required from the contractor will be to carry out:
 - A refresh of the Housing Needs Assessment and Bury Housing Strategy, in the context of Bury 2030
 - an appraisal and make recommendations of commercial options for delivery, specifically resolution of whether the Council should establish a Development Company
 - a refresh of the relationship with Six Town Housing and implementation of the Housing Review completed in 2018/19

- 2.3 It is proposed that the contractor be engaged for a six month period only to conclude this work and reach the point of decision about future strategic capacity requirements.
- 2.4 Further, it is proposed that the contractor is appointed from the candidates who were previously assessed for the Directorship during the recruitment round from which the current Director was appointed in 2018/19. This will mean a significant saving in terms of the cost of recruiting as we would only be charged a placement fee and this would be at a reduced rate of £4500.
- 2.5 The Chief Executive and Deputy Chief Executive have held interviews with two individuals who were interviewed during the recruitment process for Director last year and determined by Members to be appointable at the time. Of these individuals one has the particular experience required for this specialist piece of work.

3. Recommendations:

- 3.1 That HR and Appeals Panel agree to appoint this contractor on a fixed term contract for 6 months to carry out this specialist piece of work with specific deliverables as outlined above. They will work 4 days a week with some flexibility around the 5th day if required.
- 3.2 That the contractor is appointed without further competition on the basis of the specialist skills required, that this person has already been assessed by Members and the significant cost saving.
- 3.3 That payment is on the basis of the same rate as the Director post (Band F) once the contract commences on a full time basis from February 2020 (pro rata), with 6 one-off days before then which will be charged at £500 per day plus VAT.

Contact:

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