

Development: Interim Measures Resources

EXECUTIVE MEMBER: Deputy Leader, Cllr Cath Giel
LEAD OFFICER: Fergus McMorrow, Director of Development
REPORT AUTHOR: Fergus McMorrow, Director of Development

Summary and Recommendation:

This report seeks the Executives agreement to the use of 2008/9 reserves (enhanced by Regeneration underspends) to continue funding interim appointments and recruitment costs as set out in paragraph 3.1 of the report for permanent positions continues.

The Executive is recommended to agree to the use of the Funding from reserves

1. INTRODUCTION

- 1.1 Over the last year the Directorate has generated considerable underspends due to difficulties in filling a number of posts.
- 1.2 In order to maintain critical work and provide support to other Team members, interim appointments have been made to the establishment posts of Head of Regeneration and Economic Development Manager. In addition, an interim appointment has been made to move forward on the Copeland Regeneration Delivery Plan and an interim Housing Manager has been appointed to take forward work arising from the housing inspection. This has been financed from the underspends in the establishment budget for 2007/2008. However, the interim appointments will continue into the next financial year largely due to the timing of recruitment process for the posts in the revised structure.
- 1.3 Directorate underspends that are not utilised this financial year are transferred to reserves in the normal course of events.

2. OPTIONS

- 2.1 The preferred option is to apply the underspends from 2007/8 that would have been transferred to reserves to cover the costs of the interim appointments and as available recruitment costs for new posts that will run into 2008/2009.
- 2.2 If the Executive decide not to release the funding for this purpose and require all costs to be covered within the 2008/9 establishment budget, recruitment will have to be delayed well beyond the end of minimum interim contracts to be sure the budget is balanced. This would cause further severe capacity issues for the service.

3. FINANCIAL AND HR IMPLICATIONS

- 3.1 Total development establishment underspend for the 2007/8 year is projected to be £190,000. Interim costs for 2007/8 are expected to use approximately £30,000 this. It is proposed that the funding remaining from the underspend is earmarked for ongoing interim costs and recruitment costs in 2008/9.
- 3.2 The appointment of interim managers allows the Council to progress delivery of its objectives with the minimum of delay, securing experienced and skilled people to fill posts that would be hard to fill quickly. In the meantime consideration can be given to a recruitment strategy for the substantive posts in the establishment.

List of Appendices : none

List of Background Documents: None

List of Consultees: Chief Executive, Head of Finance and Business Development, Interim Head of Regeneration, Cllr E Woodburn; Head of Legal and Democratic Services

CHECKLIST FOR DEALING WITH KEY ISSUES

Please confirm against the issue if the key issues below have been addressed. This can be by either a short narrative or quoting the paragraph number in the report in which it has been covered.

Impact on Crime and Disorder	Impacts on the management of our Crime and disorder programme activities. We currently have a vacant post which is managed from Development
Impact on Sustainability	Our sustainability work is managed from Development and is therefore affected.
Impact on Rural Proofing	The Development Directorate has a direct implication on Rural development and proper staffing of the function will impact on delivery
Health and Safety Implications	Management have health and safety responsibilities any vacancies in our structure may affect health and safety management
Impact on Equality and Diversity Issues	None directly
Children and Young Persons Implications	None directly
Human Rights Act Implications	None directly
Monitoring Officer comments	No comments
S. 151 Officer comments	I support the recommendation to fund interim appointments and recruitment costs for permanent positions from regeneration reserves (enhanced by Regeneration underspends from the current year) in order to mitigate the risk of not meeting corporate targets as a result of staffing shortages and skills' gaps

Is this a Key Decision? No