

**CYNGOR SIR POWYS COUNTY COUNCIL
EMPLOYMENT AND APPEALS COMMITTEE
MARCH 2013**

REPORT AUTHOR: Parry Davies, Interim Strategic Director Care & WellBeing

SUBJECT: Interim Management Arrangements for Housing Services

REPORT FOR: Decision

Summary

Committee is requested to approve the extension of the current interim management arrangements of the Housing Service. Approval was given by Committee to the following recommendations at its meeting of 3rd October 2012:

1. Committee receives and approves the recommendations for the interim management arrangements for Housing Services
2. That from 1st October 2012 the Housing Services Manager undertakes the role of Interim Head of Housing, and remunerated accordingly, for a period of 6 months, ending on 31 March 2013.
3. That the Housing Strategy Manager and Housing Operations Manager be awarded 2 additional incremental points during this period to reflect additional responsibilities.

The report on collaboration between Powys and Ceredigion has been completed and will be considered by both Authorities in early April. Members will also be aware of the current reorganisation of senior management in Powys and it is probable that a permanent appointment will be made in the coming weeks to the Head of Service post with responsibility for Housing Services.

Once appointed, the Head of Service will be responsible for putting in place permanent arrangements for the senior management of the service.

Background

Please see previous report of 3rd October 2012 (Appendix 1)

Recommendation:	Reason for Recommendation:
<p>Committee is requested to:</p> <ol style="list-style-type: none"> 1. Further extend the interim arrangements in relation to the Head Housing services until a permanent appointment is made. 2. Further extend the current arrangements for the two senior managers of Housing Services for a period of six months. 	<p>To provide effective interim management arrangements for the Housing Service</p>

Relevant Policy (ies):			
Within Policy:	Y / N	Within Budget:	Y / N

Relevant Local Member(s):	N/A
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Person(s) To Implement Decision:			
Date By When Decision To Be Implemented:	01 April 2013		

Contact Officer Name:	Tel:	Fax:	Email:
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CYNGOR SIR POWYS COUNTY COUNCIL
EMPLOYMENT AND APPEALS COMMITTEE
03 OCTOBER 2012

REPORT AUTHOR: Parry Davies, Interim Strategic Director Care & WellBeing

SUBJECT: Interim Management Arrangements for Housing Services

REPORT FOR: Decision

Summary

Committee is requested to consider and approve arrangements for the interim management of the Housing Service, following the early retirement of the Head of Housing and Public Protection on the 31st March 2012 under the Voluntary Severance Scheme.

Powys and Ceredigion County Council's have resolved to proceed to the next phase of the Collaboration Project, and Housing will need to be included and actively involved in this stage.

It is likely that the Design Stage and the first steps of implementation will take up to six months and in that period it is important that there is an interim management structure for Housing in place in order to provide leadership and direction during what is likely to be a very challenging period.

The challenges over this period are many and include Job Evaluation/Single Status, Powys Change Plan/Care and Well Being Programme/Housing Transformation, WHQS, Gypsy Site Development Brecon, Supported People Planning Group, Collaboration agenda etc. In addition continued membership from Housing services on a number of Partnerships including LSCB, Adult Protection Committee, YOS Board and the CSP is essential. It is also important for Housing to be represented at Management Team/Head of Service meetings and for Housing to be included in work involved in the next phase of Central Wales Social Services collaboration.

Proposal

It is evident that for an existing Head of Service in the Care and Well Being Directorate to 'absorb' Housing services even in the short term is not an option and to bring in a management consultant for such a limited period would not be the preferred option

The existing Housing Services Manager has undertaken on an Interim basis this Head of Service role from 1st April 2012, and was previously employed as Interim Head of Housing for a period of 18 months between 2005 and 2007 and thus is a very experienced, knowledgeable and capable Housing professional. It is therefore proposed that the Housing Services Manager be appointed as Interim Head of Housing from the 1st October 2012 for a period of 6months until 31st March 2013, and remunerated accordingly.

The appointment of additional Senior or Middle Mangers is not proposed at this stage. The Housing Strategy Manager and Housing Operations Manager are currently undertaking

additional duties, and it is proposed that this arrangement should continue for a further 6 month period and continue to receive 2 additional incremental points during this interim period.

Recommendation:	Reason for Recommendation:
<p>4. Committee receives and approves the recommendations for the interim management arrangements for Housing Services</p> <p>5. That from 1st October 2012 the Housing Services Manager undertakes the role of Interim Head of Housing, and remunerated accordingly, for a period of 6 months, ending on 31 March 2013.</p> <p>6. That the Housing Strategy Manager and Housing Operations Manager be awarded 2 additional incremental points during this period to reflect additional responsibilities.</p>	<p>1. To provide effective interim management arrangements for the Housing Service</p>

Relevant Policy (ies):			
Within Policy:	Y / N	Within Budget:	Y / N

Relevant Local Member(s):	N/A
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Person(s) To Implement Decision:			
Date By When Decision To Be Implemented:	01 October 2012		

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