



LONDON BOROUGH OF
HARROW

**Report for: Chief Officers'
Employment Panel**

Date of Meeting:	20 March 2024
Subject:	Approval of remuneration package for Assistant Director of Homes
Responsible Officer:	Dipti Patel – Corporate Director of Place
Exempt:	Public
Wards affected:	All
Enclosures:	Appendix 1 – Role Profile for the Assistant Director of Homes Appendix 2 – Structure Chart

Section 1 – Summary and Recommendations

This report seeks approval of the remuneration package for the new Assistant Director of Homes role post within the Place Directorate.

Recommendations:

The Panel is requested to:

1. Approve the remuneration package for the Assistant Director of Homes role in line with the evaluated grade of D1 (£94,902 to £111,474).

Section 2 – Report

There are new regulatory requirements which the Council must meet in the delivery of its housing services. The Social Housing Act (July 2023) has established new regulatory requirements which the council must ensure that it meets. There is an increased emphasis on health and safety compliance and maintaining homes for which the Council is responsible landlord. There is also increasing complexity of capital works and investment being undertaken across the Council homes for which the AD will have responsibility. The proposed new structure shown at Appendix 2 provides a structure through which the Council can effectively deliver these services.

The post is entirely funded through the Housing Revenue Account which is a ring-fenced account to ensure the delivery of safe, compliant homes and associated services to Council tenants and leaseholders.

The **Assistant Director Homes** is a business-critical role and will enhance capacity within the Council to deal with issues set out in the Regulator of Social Housing's regulatory notice of Harrow's breach of Housing Consumer Standards. The role will also have responsibility for a significant budget both revenue and capital.

As well as addressing these matters, the post holder will lead on property-related matters, ensuring homes are safe and that the Council confidently meets the new home standards. Three roles are proposed to report to the position:

- Mechanical and Electrical Manager (MG2)
- Planned Investment, Repairs and Adaptations Lead (MG3)
- Housing Investment Lead (MG3)

Legal Implications

The Chief Officers' Employment Panel has delegated powers to approve remuneration packages of £100,000 or over for any Council post.

Although the bottom of the salary range is below £100,000, as the top of the range is above this level it is appropriate to request approval from the Panel.

The Panel is required to report back to Council for information purposes on all such approved remuneration packages.

Financial Implications

The Assistant Director of Homes role is graded at D1, £94,902- £111,474.

The costs of the proposed role will be offset by savings proposed elsewhere in the restructure of housing which was agreed by the Organisational Design Authority. The overall saving to the HRA is forecast to be c £100k.

Risk Management Implications

Risks included on corporate or directorate risk register? **No**

Separate risk register in place? **No**

The relevant risks contained in the register are attached/summarised below. **n/a**

Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? **No**

- The role quoted in this report has a responsibility to deliver the Council's vision and values by addressing inequalities faced by the residents of Harrow.
- The responsibility of this postholder is to promote equality, diversity and inclusion and the reduction of inequalities ensuring that everyone can contribute through everyday actions to deliver the required health and wellbeing outcomes.

Council Priorities

1. **A council that puts residents first**

2. A borough that is clean and safe
3. A place where those in need are supported.

Section 3 - Statutory Officer Clearance

Statutory Officer: Sharon Daniels

Signed by the Chief Financial Officer

Date: 07/03/2024

Statutory Officer: Caroline Eccles

Signed on behalf of the Monitoring Officer

Date: 08/03/2024

Chief Officer: Dipti Patel

Signed by the Corporate Director of Place

Date: 06/03/2024

Mandatory Checks

Ward Councillors notified: NO, as it impacts on all Wards

Section 4 - Contact Details and Background Papers

Contact: Akhil Wilson, Head of Resourcing, Akhil.wilson@harrow.gov.uk

Background Papers: None

If appropriate, does the report include the following considerations?

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|-----------------|----|
| 1. Consultation | NO |
| 2. Priorities | NO |