

To:	Cabinet Member for Finance and Housing
From:	Linda Hibbs, Head of Housing & Health
Director:	Eleanor Hoyle, Director of Planning, Housing and Environmental Health

BRIEFING NOTE: EXECUTIVE - NON-KEY DECISION

ONE YOU STAFFING

Summary of Issue: Need to retain temporary One You team staff member.

Recommendation: (1) Extend current One You team maternity cover post to 31/3/25; and (2) an estimated cost of £5,569 be funded from the Public Health Reserve.

1 Background

The One You team currently has a maternity leave cover post in place to 28/12/24. The member of staff returning from maternity leave will return at the end of December 2024. Another member of the team will be going on maternity leave from the end of March 2025. Given the short space of time (three months) between these two members of staff returning and leaving and the likelihood we will require further maternity cover it is proposed to retain the maternity leave cover postholder as they have developed into a valuable member of the team. Initially it is proposed to extend their contract to 31/3/25 pending a further review of ongoing maternity leave arrangements.

2 Legal Advice

The matters set out in this briefing note are considered routine or uncontroversial and a legal opinion has not been sought.

3 Financial and Value for Money implications

The cost of this proposal is £5,569. This can be funded from the Public Health Reserve which as at 12/11/24 had a balance of £22,683.

4 Risk Assessment

The retention of this member of staff on a temporary basis will provide resilience to the team at a time of accrued annual leave being taken by the returning member of staff and at the busiest time of year for the team. It also enables us to retain a strong member of staff for future maternity cover where there is a high chance of any new recruitment being challenging.

5 Public Sector Equality Duty

Not applicable to this decision.

6 Consideration by Overview and Scrutiny

We do not consider that this matter needs to be considered by O&S/SSC before a decision is made.

7 Communications

The staff member has been regularly updated on the Council's position on the staffing of the team.

8 Conclusion

The recommendation is as follows:

- 1) Extend current One You team maternity cover post to 31/3/25; and
- 2) An estimated cost of £5,569 be funded from the Public Health Reserve