



North Devon Council

Report to: Governance Committee

Report Date: 9th January 2024

Topic: REINTRODUCTION OF RELOCATION POLICY

Report by: Head of Organisational Development

1. INTRODUCTION

- 1.1 This report sets out the historic position regarding the suspension of the Relocation Policy and the request to now reinstate. As this was a previous committee decision it requires a committee decision to reintroduce.

2. RECOMMENDATIONS

- 2.1 That Members support the reintroduction of an updated Relocation Policy (Appendix A).

- 2.2 Delegated power be given to the Chief Executive to designate posts to receive the allowance at particular times.

3. REASONS FOR RECOMMENDATIONS

- 3.1 There are increasing difficulties in attracting people into some of our specialist roles, such as Planning / Building Control and Environmental Health. Moving is increasingly difficult with the current housing crisis; therefore, an offer of a relocation package may be attractive to those seeking to move to North Devon as part of our wider recruitment process.

4. REPORT

- 4.1 In February 2011 a decision was taken by the Personnel Committee to suspend the operation of the Relocation Policy for all new posts. This was to assist towards the savings target from the corporate HR budget and was during a time when we were not experiencing recruitment difficulties; given the buoyancy of the market, it seemed an appropriate time to suspend.
- 4.2 The suspension was agreed on the understanding that, where market conditions dictate, such a policy would need to be revised and resurrected.
- 4.3 Local authorities across the country are all currently experiencing difficulties with national shortages of particular professions as well as the jobs market



being very competitive. Relocating is increasingly difficult with the current challenges in the housing market.

- 4.4 Given the increasing recruitment difficulties in attracting applicants to some of our hard to fill professional posts we now seek agreement to remove the suspension and reintroduce an updated Relocation Policy applicable to such posts, to assist new employees moving into the area.

5. RESOURCE IMPLICATIONS

- 5.1 Budget provision will be determined at the point of business cases seeking approval and will be met from within the existing approved establishment budgetary framework.
- 5.2 As set out in recommendation 2.2. above, this provision will not be for all establishment posts that become available. If approved, then delegated authority would be given to the Chief Executive to designate which posts would receive the relocation allowance.

6. EQUALITIES ASSESSMENT

- 6.1 Not required

7. ENVIRONMENTAL ASSESSMENT

8.

- 7.1 There are no environmental impacts.

9. CONSTITUTIONAL CONTEXT

Part 3, Annex 1, Paragraph 5 (f)

10. STATEMENT OF CONFIDENTIALITY

- 9.1 This report contains no confidential information or exempt information under the provisions of Schedule 12A of 1972 Act.

11. BACKGROUND PAPERS

The following background papers were used in the preparation of this report:

- Draft revised policy



12. STATEMENT OF INTERNAL ADVICE

- 11.1 The author (below) confirms that advice has been taken from all appropriate Councillors and Officers: Senior Management Team and Financial Services. Unison are supportive of the reintroduction and will review make any minor changes and sign off the revised policy at next Workforce Matter meeting in 2024.