

**Oldham Borough Council
Record of Decision**



1. **TITLE:** Recruitment of agency cover for Oldham Bond Scheme Officer
2. **SERVICE AREA:** Housing Services
3. **PURPOSE OF DECISION**

The report recommends the fixed-term recruitment of a Bond Scheme Officer via agency. There have been three attempts to recruit to the post, and one attempt to tender the scheme to an external provider which have all unfortunately been unsuccessful. Recruitment to the post is recommended both to achieve homelessness prevention and relief outcomes for residents in the private rented sector, and to prevent the loss of grant attached to the post. The recommendation is for the recruitment of one officer via agency until 31st March 2025.

4. **DECISION MADE BY:** Deputy Chief Executive -

5. **DECISION:**

RESOLVED - That: Recruit fixed-term Bond Scheme Officer via agency until 31st March 2025

6. **REASON FOR DECISION**

Option 1: Return AFEO grant money to DLUHC: this is not recommended. The funding is already accounted for within budget, would remove a valuable prevention/relief option from homeless households, and would not present the Council in a positive light with DLUHC for future funding opportunities.

Option 2: Deliver in-house: this is not recommended. During 2023/24 whilst pursuing this option, the service has only been able to facilitate 8 tenancies. Unfortunately, there is not sufficient resource to continue this and meet AFEO targets.

Option 3: Re-advertise tender: this is not recommended. It is unlikely that a provider would be willing to take an opportunity of less than 9 months. Re-advertising the tender would also mean, if a successful provider is found, the contract would not commence until mid-July, by which time it would become challenging for the provider to meet the targets set for them within the AFEO specification.

Option 4: Recruit fixed-term Bond Scheme

Officer via agency until 31st March 2025: this is recommended. This option would allow the funding to be spent and offer the most potential for outcomes to be achieved within limited timescales. This would also allow time for the service to undertake a wider appraisal of this role, and its position within the overall structure post-AFEO funding.

7. **ALTERNATIVE OPTIONS CONSIDERED**

Option 1: Return AFEO grant money to DLUHC: this is not recommended. The funding is already accounted for within budget, would remove a valuable prevention/relief option from homeless households, and would not present the Council in a positive light with DLUHC for future funding opportunities.

Option 2: Deliver in-house: this is not recommended. During 2023/24 whilst pursuing this option, the service has only been able to facilitate 8 tenancies. Unfortunately, there is not sufficient resource to continue this and meet AFEO targets.

Option 3: Re-advertise tender: this is not recommended. It is unlikely that a provider would



be willing to take an opportunity of less than 9 months. Re-advertising the tender would also mean, if a successful provider is found, the contract would not commence until mid-July, by which time it would become challenging for the provider to meet the targets set for them within the AFEO specification.

8. INTERESTS AND NATURE OF INTERESTS DECLARED

None.

9. PRINCIPAL GROUPS CONSULTED: None.

10. DOCUMENT CONSIDERED: Delegated Officer Decision - Bond Officer