

# GREATER LONDON AUTHORITY

## REQUEST FOR DIRECTOR DECISION – DD2026

### Title: Additional posts to support private rented sector projects

#### Executive Summary:

This decision requests approval of expenditure to cover the costs of two temporary posts to be created - a Project Manager (grade 10) and a Project Officer (grade 8), to project manage the delivery of the Mayor's proposals for improving London's private rented sector. Both posts would be created in the Programme, Policy and Services unit of the Housing and Land Directorate on a 12 month fixed term basis, at a total cost to the GLA of £118,000. The posts are required to increase capacity to deliver a key area of the Mayor's manifesto.

#### Decision:

That the Executive Director approves expenditure of up to £118,000 to fund two new 12 month fixed-term posts to be created – a Project Manager (grade 10) and a Project Officer (grade 8) – to project manage the delivery of the Mayor's proposals for improving London's private rented sector.

#### AUTHORISING DIRECTOR

I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

**Name:** David Lunts

**Position:** Executive Director, Housing & Land

**Signature:**



**Date:**

19/07/16

## **PART I - NON-CONFIDENTIAL FACTS AND ADVICE**

### **Decision required – supporting report**

#### **1. Introduction and background**

- 1.1 The Mayor's manifesto includes commitments relating to London's private rented sector. These include:
- 'naming and shaming' rogue landlords;
  - establishing a London-wide lettings agency to help tackle high letting agent fees;
  - promoting and supporting borough property licencing schemes; and
  - supporting the Build to Rent sector.
- 1.2 Delivering these commitments is a key early priority for the new Mayor. Under the previous Mayor, the GLA's work in this area was limited to the London Rental Standard, a light touch project that could be managed by the core housing policy team. The new projects require additional dedicated capacity, particularly during the project development and implementation phases.
- 1.3 The proposal is to create two new temporary posts, as follows:
- a Project Manager (grade 10), with overall responsibility for delivering all of the private rented sector projects' and
  - a Projects Officer (grade 8), who will support the Principle Projects Officer and lead on specific elements of the work programme.
- 1.4 Both posts will be fixed term for one year. After that time, it is anticipated that a wider review of the GLA's capacity in this area will be required so that new projects can be properly resourced in the long term. The total cost to the GLA of this decision is £118,000, consisting of salaries and relevant on-costs.
- 1.5 There are no previous approvals related to this matter.

#### **2. Objectives and expected outcomes**

- 2.1 The objective is to create a new private rented sector project management team to enable the GLA to implement the Mayor's policies in this area. The outcome will be additional resources to develop and implement these projects.

#### **3. Equality comments**

- 3.1 London's private rented sector is home to around 800,000 households from all different backgrounds. It is a particularly important housing tenure for poorer households, including those who have been accepted as homeless and who are unable to access social housing. Moreover, 65% of household heads in the private rented sector are BAME, compared to 40% in other tenures, so improvements in the PRS will have a disproportionately positive impact on these groups.

#### **4. Other considerations**

##### **a) Key risks and issues**

- 4.1 There is a risk that no suitable candidates will be found. This will be mitigated through utilising the GLA's human resources policies and ensuring the posts are advertised through the usual channels.

b) Links to Mayoral strategies and priorities

- 4.2 The Mayor's manifesto contains clear commitments to deliver projects to improve London's private rented sector. These include 'naming and shaming' rogue landlords, setting up a London-wide lettings agency, and promoting borough licensing schemes.

**5. Financial comments**

- 5.1 This decision seeks approval to create a new private rented sector project management team to enable an implementation of Mayor's policies in this area. The team will consist of two new members of staff employed on a 12 months fixed term basis (Project Manager (grade 10) and a Project Officer (grade 8)), with a total cost to the GLA of £118,000.
- 5.2 The above expenditure will be utilised from GLA's Contingency Budget. Any changes to this proposal, including the requirement of additional funds, will be subject to further approval via the Authority's decision making process.

**6. Legal comments**

- 6.1 The decision sought concerns expenditure on the costs of activity and resource calculated to facilitate and which is conducive or incidental to, the discharge of the GLA's functions.
- 6.2 Officers must ensure, before any commitment to the proposed expenditure is made, that all applicable protocols for the creation of new fixed term posts are adhered to and appropriate documentation is put in place with any new fixed term post holders, liaising with HR accordingly.

**7. Planned delivery approach and next steps**

- 7.1 The recruitment will be delivered in accordance with the GLA's human resources policies and procedures.

Activity	Timeline
Advertise jobs	Early July 2016
Interviews and appointment	Mid July 2016
Start date	TBC depending on notice periods

**Public access to information**

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOI Act) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

**Note:** This form (Part 1) will either be published within one working day after approval or on the defer date.

**Part 1 Deferral:**

**Is the publication of Part 1 of this approval to be deferred? NO**

If YES, for what reason:

Until what date: (a date is required if deferring)

**Part 2 Confidentiality:** Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

**Is there a part 2 form – NO**

**ORIGINATING OFFICER DECLARATION:**

Drafting officer to  
confirm the  
following (✓)

**Drafting officer:**

James Clark has drafted this report in accordance with GLA procedures and confirms that:

✓

**Assistant Director/Head of Service:**

Jamie Ratcliff has reviewed the documentation and is satisfied for it to be referred to the Sponsoring Director for approval.

✓

**Financial and Legal advice:**

The Finance and Legal teams have commented on this proposal, and this decision reflects their comments.

✓

**EXECUTIVE DIRECTOR, RESOURCES:**

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

*M. J. Bell*

Date

*19.7.16*