

CHESHIRE EAST COUNCIL

Cabinet Member for Resources

Date of Meeting: 24th March 2010
Report of: Paul Bradshaw, Head of HR and OD
Subject/Title: Relocation Assistance for External Appointees

1.0 Report Summary

- 1.1 To consider an amendment to the policy on Relocation Expenses for External Candidates for Cheshire East.

2.0 Recommendation

- 2.1 It is recommended that the Relocation Expenses for External Candidates Policy be amended to increase the time limit allowed for a permanent house move from one year to two years.

3.0 Reasons for Recommendations

- 3.1 Given the current economic climate, to allow more time for new employees to achieve a permanent house move, where as a result of their appointment they are required to relocate to the Cheshire East area.

4.0 Wards Affected

- 4.1 None

5.0 Local Ward Members

- 5.1 None

6.0 Policy Implications including - Climate change - Health

- 6.1 None

7.0 Financial Implications for Transition Costs (Authorised by the Borough Treasurer)

- 7.1 None

8.0 Financial Implications 2009/10 and beyond (Authorised by the Borough Treasurer)

- 8.1 The overall limit for relocation assistance is £10,000 and remains unchanged.

9.0 Legal Implications (Authorised by the Borough Solicitor)

9.1 None

10.0 Risk Management

10.1 None

11.0 Background and Options

- 11.1 A number of the initial and senior appointments to Cheshire East Council have attracted external candidates who, potentially, would be required to relocate to the area if appointed.
- 11.2 Consequently, a Cheshire East Policy dealing with Relocation Expenses for External applicants needed to be quickly established.
- 11.3 As an interim solution the new Cheshire East Policy was adapted from the existing County Council Policy.
- 11.4 This Policy allowed for assistance towards expenditure arising from a move from temporary accommodation to a permanent home, as well as for the initial move to temporary accommodation, provided that the second move occurred within 12 months of the first move.
- 11.5 In the current economic climate and its effects on the housing market, it may be perceived to be restrictive and unrealistic to expect a new appointee to be able to achieve a sale and purchase within a 12 month period, irrespective of whether they have chosen to rent temporary accommodation as a short term solution.
- 11.6 It is proposed, therefore, that the time limit allowed within the policy to achieve a permanent house move is amended from one year to two years.
- 11.7 The alternative option is to leave the time limit as one year but this may have a detrimental effect in terms of attracting external candidates into Cheshire East.

12.0 Overview of Year One and Term One Issues

12.1 None

13.0 Access to Information

The background papers relating to this report can be inspected by contacting the report writer:

Name: Julie Davies

Designation: HR Strategy and Policy Manager

Tel No: 01270 686328

Email: Julie.davies@cheshireeast.gov.uk