



To: GENERAL PURPOSES COMMITTEE		Subject: COUNCIL HOUSE SALES REVIEW OF TEMPORARY SOLICITOR POST
From: DIRECTOR OF ADMINISTRATION		
Date: 16 December 2004	Ref: WBK/JMB	

1. Introduction

- 1.1 The purpose of this report is to seek approval to make the temporary solicitor post a permanent one.

2. Background

- 2.1 In 1997, the Housing & Technical Services Committee and the General Purposes Committee took up consideration of the steps necessary to meet the shortfall in the Housing Capital Receipts target of £2.1m. They decided to increase the establishment of cartographic technicians by three posts and of solicitors by three posts.

Two of each were placed on permanent contracts and one of each placed on temporary two year contracts to allow the on-going position with council house sales to be reviewed.

- 2.2 The position has been reviewed every two years since 1997 and the temporary contracts have been renewed on each occasion.
- 2.3 In 2004, the Housing & Property Committee, in reviewing the Property Services Division, concluded that the temporary cartographic technician post should become permanent.

3. Proposal

- 3.1 The Council House Sales Officer Working Group has reviewed the position and similarly reached the conclusion that the temporary solicitor post should be made permanent. Council house sales applications continue to be received at high levels and no decline in demand by tenants has been detected.
- 3.2 The sale of council houses is subject to a Statutory Performance Indicator. North Lanarkshire Council has achieved and maintains a position in the first five best performing Councils in Scotland. Achieving financial targets is also critical for the success of the Housing Capital Programme.
- 3.3 It is considered that there would be difficulty in recruiting a temporary solicitor post in the current state of the legal workforce market. Converting to a permanent post offers better prospects for the continuation of the post and the level of service it provides to the Housing Capital Programme.

4. Financial Implications

- 4.1 The cost of the existing temporary solicitor post at PO1 is met by a deduction from the total capital receipts from the sale of Council houses. Conversion to a permanent post will have no additional financial implications.

5. Recommendations

- 5.1 The Sub-Committee is recommended to
- (i) approve the change from one temporary solicitor post to a permanent one.
 - (ii) refer the matter to the Policy and Resources (Personnel) Sub-Committee for their consideration.

Walter B. Kilgus

W. Director of Administration