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MINUTES

CABINET

15 NOVEMBER 2022

CA/102/21 HOUSING SERVICE MANAGEMENT STRUCTURE

Part 2 Information

Please see Part 2 minutes

Decision

1. Cabinet noted the proposed tier 3 Housing Leadership Team as set out in the report.
2. Cabinet **RESOLVED TO RECOMMEND** to Council an increase to the HRA supervision and management budget in 2023/24 of £422k.

Corporate Priorities

A clean, safe and enjoyable environment; Building strong and vibrant communities; Ensuring economic growth and prosperity; Providing good quality affordable homes, in particular for those most in need; Ensuring efficient, effective and modern service delivery; Climate and ecological emergency.

Statutory Officer Comments:

Monitoring Officer:

All current staff affected by the proposals will be subject to a consultation process to ensure that their views are properly considered and a fair process is completed.

The restructure and additional focus on health and safety compliance in particular will help to ensure that the Council meets all its legislative compliance requirements.

S151 Officer:

The HRA medium term financial outlook is very uncertain at present due to the combination of changes in government policy, increased housing stock investment and increasing costs of maintenance and development of the housing stock. The HRA business 30 year business plan is under development for delivery to Cabinet in February 2023, key financial concerns at present are;

- The Government's consultation on housing rent caps that could reduce the HRA's ability to raise revenue,
- The need to continually invest in the current housing stock to maintain decent home standards, building safety act regulations and carbon efficiency desires.

- The increasing cost of housing maintenance and development linked to a combination of the wider economic inflationary pressure the upcoming recommissioning of the Osborne contract.

This proposed restructure will require the HRA to provide an additional £420k, (58% growth) to the current HRA senior management structure, the HRA management budget has already increased in 2022/23 as a result of;

- Tier 2 and Tier 3 restructures,
- 2022/23 Staffing pay award of circa 6%, 2023/24 pay award pending,
- Review and Reassessment of the HRA recharge from general fund support services of circa 5%

As the development of the HRA business plan evolves in the coming months the increasing baseline management costs could have a significant impact on the Council's ability to commit to future HRA investment and development and this will need to be assessed as part of the wider picture with the long-term sustainability of the HRA being pivotal.

Advice

Cllr Griffiths introduced the report and advised it has been to Overview & Scrutiny, where one of the concerns raised at that time was that Housing appears to be becoming top heavy. Cllr Griffiths noted that housing staff has been increased over time, yet we have not increased management in line with that. This proposal will give us the due diligence and the ability to meet compliance, to be able to do more than just the day job. There is lots coming up around building safety, compliance data, speaking to our tenants and listening to what they have to say. This report sets out the creation of 4 new posts, as highlighted within the report.

There were no questions.

The recommendation were agreed.