

THE EXECUTIVE

Tuesday, 30 March 2004

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**Agenda Item 12a **Head of Housing Services Redundancy Proposal
(Pages 1 - 4)****

Concerns a Staffing Matter (paragraph 1)

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PRIVATE AND CONFIDENTIAL**(Not for Publication)****Restricted Circulation: Members,TMT****And authorised Officers Only****THE EXECUTIVE****30 MARCH 2004****REPORT OF THE DIRECTOR OF HOUSING AND HEALTH**

The Chair will be asked to determine whether this report may be considered at the meeting under section 100(4)(b) of the Local Government Act 1972 as a matter of urgency as a delay would be prejudicial to the interests of the Council.

This report is not for publication because it concerns particular employees of the Council - relevant legislation: paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

HEAD OF HOUSING SERVICES REDUNDANCY PROPOSAL	FOR DECISION
<p><i>This report concerns issues relating to the redundancy of a member of staff whose employment is subject to the conditions of service of the JNC Officers and therefore is a matter for the Executive to determine.</i></p> <p><u>Summary</u></p> <p>The post of Head of Housing Services and Head of Housing Customer Services are both deleted in the restructure of the Housing Landlord Service agreed by the Executive on 17th February 2004.</p> <p>This report proposes the voluntary redundancy of the Head of Housing Services following discussions about the arrangements for redeployment. It is proposed that voluntary redundancy be effective from a date no later than the 30 September 2004 or such shorter period as may be mutually agreed with the post holder.</p> <p><u>Recommendation</u></p> <p>The Executive is requested to approve the redundancy with effect from 30 September (or such earlier date as is agreed between the Council and the Head of Housing Services) of Tony Draper who is the subject of this report.</p> <p><u>Reason</u></p> <p>The proposal requires a decision that is in the remit of the Executive and to avoid unnecessary delay in implementing the revised structure of the Landlord Service Division.</p>	

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1. **Background**

- 1.1 Members will be aware that the Executive approved a proposal to restructure the Landlord Services on 17 February 2004. This means the deletion of the post of Head of Housing Services and the Head of Housing Customer Services and the formation of a new JNC post, the Head of Housing Business Support. In essence this change is being proposed as part of the drive to secure a two star Housing Landlord Service by the end of 2004 and a three star by the end of 2006. The Head of Housing Services post is being deleted, partly as a result of the transfer of the Homelessness Service to the Housing Strategy Division and also with the need to provide a more direct and comprehensive Housing Management Service in each of the CHP areas. This will involve the Community Housing Managers taking a more prominent role and representing the whole Landlord Service in their respective areas.
- 1.2 This proposal meant that the Head of Housing Services and the Head of Housing Customer Services were both potentially redundant and Members had agreed to a ring fenced application procedure for the Head of Housing Business Services with the unsuccessful officer being dealt with through the Council's normal redeployment / redundancy procedure.
- 1.3 During discussions about these arrangements The Head of Housing Services expressed an interest in taking voluntary redundancy, although he is not yet of pensionable age. A review of available alternatives for redeploying the Head of Housing Services has been undertaken and there are no posts that are immediately suitable for him.
- 1.4 If the Head of Housing Services were to be made redundant there would be no disadvantage to any other employee of the Council.
- 1.5 It is proposed that the redundancy take effect on the 30 of September 2004, or such an earlier date as might be agreed between the Council and the post holder Tony Draper. A slightly longer notice period will allow a tapering out of the Head of Housing Services responsibilities and the full development and implementation of Community Housing Managers' new roles. There is a financial consideration here which is described in part 3.

2. **Consultation**

- 2.1 Detailed informal discussions have taken place with the Head of Housing Services and this proposal is being brought forward at this stage with his full knowledge and agreement. It is understood that Tony Draper has taken advice from his Trade Union representative but the proposal will be subject to formal consultation if Members agree the proposed course of action.

3. Financial Implications

- 3.1 The financial implications are straight forward given that this officer will not be entitled to receive his pension. The Council's severance scheme is applicable in this case, and with Tony Draper's length of service he will be entitled to receive 66 weeks pay as compensation for his redundancy. The cost of this is £91,278.66 and there will be no continuing costs in future years. This sum can be met from the working balance of the Housing Revenue Account which funds Tony Draper's post 100%.
- 3.2 In the normal course of events the post holder would be entitled to 3 months' notice to terminate employment and the slightly longer notice period in this case would involve an additional cost in the region of £18,000.

Further Information Required by the Redundancy Procedures

1. Reason for the proposals:	Reorganisation of Landlord Services resulting in the deletion of the Head of Housing Services post
2. Numbers of staff proposed for redundancy:	One
3. Total number of staff employed in this capacity:	One
4. Proposed method of selection:	Through formal consultation with the post holder
5. Proposed method of carrying out the dismissal:	Redundancy
6. The member of staff's LBBB start date and years of service:	18 April 1988 – 15 years continuous service
7. Continuous local government service and date started.	Started 9 September 1974 – 29 years of continuous service
8. The age of the member of staff:	46
9. The possibility of redeployment within LBBB:	This has been examined but it seems that the possibility of redeployment in a similar capacity is very limited
10. The likelihood of and the time it may take for the employee to find other employment outside LBBB:	There is a market for senior officers in Housing Management both on a permanent and interim basis
11. The justification for making the post redundant:	Deletion of the post due to reorganisation and very limited opportunities to redeploy the post holder
12. The need for and extend of any added years compensation in the light of 10 above:	There are no added payments above those described in the Council's severance scheme
13. The capital costs severance and/or early payment of the basic pension and any added years:	The severance pay is £91,278.66 and there are no additional costs or costs in future years
14. How the factors at 6 to 12 are justified against the financial, operational and qualitative needs of the service to remove this job:	This is a one off cost as part of a reorganisation which is saving approximately £50,000 per annum in perpetuity