

WAVERLEY BOROUGH COUNCIL

EXECUTIVE - 9 APRIL 2013

Title:

SENIOR HOUSING POSTS

**[Portfolio Holder: Cllr Keith Webster
[Wards Affected: All]**

Summary and purpose:

To seek approval to establish two new Service Head level posts in Housing to replace the previous Head of Housing post, reflecting a significant increase in scope, scale of investment and complexity across the service. This also builds on the benefits seen from the interim management arrangements that have been put in place following the departure of the previous post holder.

How this report relates to the Council's Corporate Priorities:

This report relates to the Council's corporate priority of securing value for money, understanding and responding to the needs of local residents, and delivering on the Council's commitment to local affordable housing.

Financial Implications:

The estimated costs to Waverley are set out below.

Head of Housing Operations (Level 1)	£79,840
Head of Strategic Housing and Delivery (Level 2)	£67,670

There is an approved salary budget of £80,750 for the existing Head of Housing post leaving a shortfall of £66,760 to fund the proposed new structure. However, the structure chart shows that a large part of the Head of Strategic Housing post is concerned with new homes delivery. The additional resources of £66,760 required to fund the proposed 2-post structure could be met 30% from HRA balances and 70% from the New Affordable Homes Fund to reflect the work load in that area.

Legal Implications:

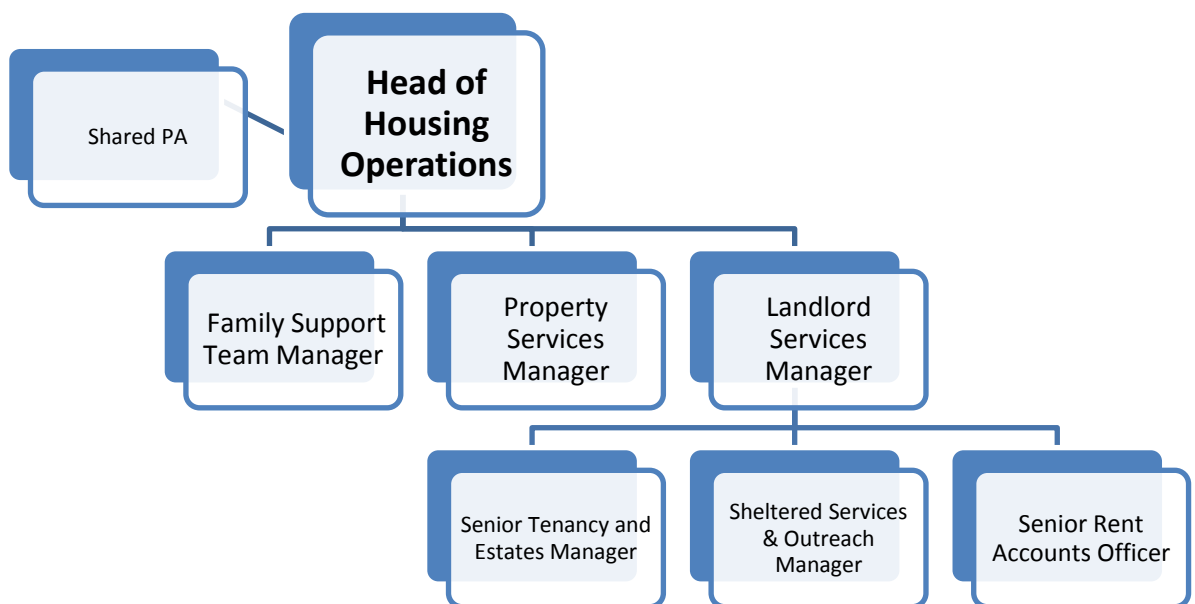
There are no legal implications arising directly from this report.

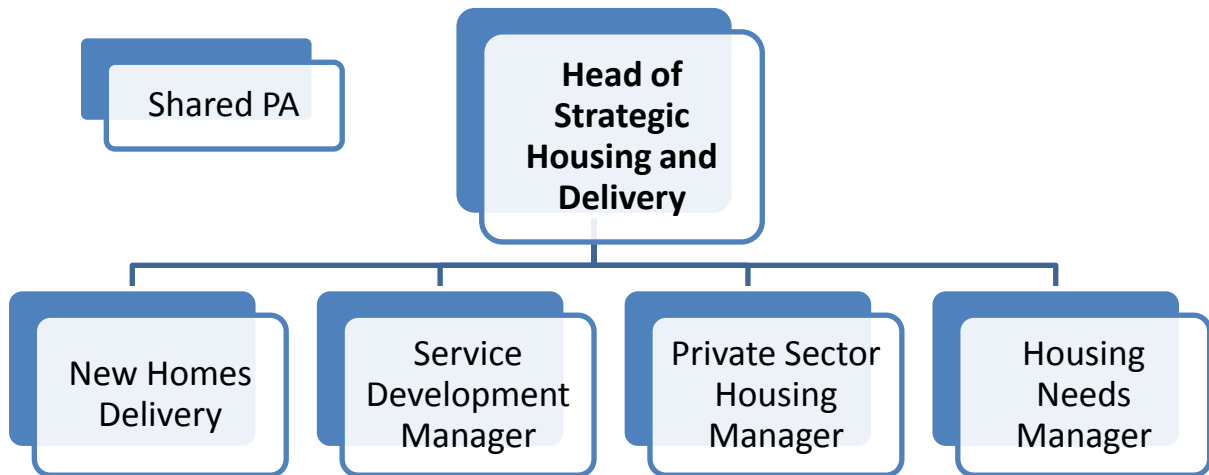
Background

1. The post of Head of Housing has been vacant since February 2013. Since the post was first established, the challenges and scope of Housing Services in Waverley has increased significantly. This has primarily arisen from the new Housing Revenue Account Business Plan, agreed earlier this year, which

has led to the establishment of a large on-going programme of investment in the Council's existing housing stock and an unprecedented investment programme for new Council homes. Government Policy has also developed over this time, giving Councils much greater responsibility for influencing the market for Social Housing in the local area, working more closely with other social housing providers to influence local policies through the Council's Tenancy Strategy. The national Welfare Reforms that are being introduced progressively this year, impacts disproportionately on working age Council tenants who are more likely to be accessing welfare benefits, and adds a further dimension that will need careful management and co-ordination.

2. The scale of the different housing functions in Waverley, together with the significant new investment opportunities (and associated risk) arising from the Housing Revenue Account Business Plan, and the changes in national policy, placing greater responsibilities on Council Housing providers, it is no-longer possible to accommodate all the duties within a single Service Head post. It is therefore proposed to establish two posts – one with operational responsibility for all aspects of the landlord function, and the other with responsibility for the Council's strategic housing role, for managing homelessness and for the delivery of the Council's new homes building programme. This is illustrated in the following structure charts. It is proposed that an external recruitment process will be undertaken.





Recommendation

It is recommended to the Council that

1. the vacant post of Head of Housing be deleted from the Council's staffing establishment;
2. the two new posts of Head of Housing Operations and Head of Strategic Housing and Delivery be added to the Council's staffing establishment;
- 3 a supplementary estimate of £66,760 be approved to fund the estimated shortfall in 2013-14 from HRA balances £20,000 and the New Affordable Homes fund £46,760; and,
- 4 from 2014-15 the two posts be incorporated into the Housing staffing budget.

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