

SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

REPORT TO: Leader and Cabinet 9 February 2006
AUTHOR: Housing & Environmental Services Director

SHELTERED HOUSING SERVICE REORGANISATION

Purpose

1. The purpose of the report is to,
 - (a) seek delegated authority for the Housing & Environmental Services Director to agree the creation of new posts, deletion of existing posts and any consequent redundancies arising from implementation of the sheltered housing review, and
 - (b) recommend to Council that the Housing & Environmental Services Director be given delegated authority to exceed budgetary provision should this be necessary to complete the reorganisation.

Background

2. Cabinet and Council agreed to implement the outcomes of the sheltered housing review in November 2005. Among the review's recommendations was a proposal to reduce the staffing establishment from 73 to 40 posts.

Considerations

3. Extensive staff and trade union consultation has followed Council's decision and the Council's redundancy policy has been applied, including a request for volunteers for redundancy. It is anticipated that the overall reduction in staffing establishment will be achieved by a combination of posts having been kept vacant while the review was carried out; voluntary redundancies; and compulsory redundancies following interviews with all staff that will be completed by the end of this month.

Options

4. The alternative to agreeing to Chief Officer delegation is for Cabinet and Council to reserve the matter to Council for decision. The effect of this would be to delay individual redundancy notices being issued by some weeks, prolonging the uncertainty for affected employees, and possibly delaying implementation of the new sheltered housing service arrangements.

Financial Implications

5. The financial implications of implementation of the review were set out in the report to Cabinet of 10 November 2005 and have been included in 2005/06 revised estimates and 2006/07 estimates. Although precise figures regarding redundancy costs cannot be calculated until redundancy interviews have been completed, indications at this stage suggest that costs will be contained within the budgetary provision.

Staffing Implications

6. Delegation of matters concerning redundancies as a consequence of the sheltered housing review will enable quicker resolution of uncertainty for all affected staff.

Consultations

7. Staff and trade unions have been regularly and extensively consulted through the review and its implementation.

Conclusions/Summary

8. Delegation of decisions concerning staffing matters to the Housing & Environmental Services Director will enable prompt implementation of the Council's redundancy policy.

Recommendation

9. Cabinet is requested to
 - (a) agree that the creation and deletion of posts, including any redundancy matters, as a consequence of implementation of the sheltered housing review be delegated to the Housing & Environmental Services Director, with HR advice and in consultation with the Housing and Resources and Staffing Portfolio Holders, and
 - (b) recommend to Council that the Housing & Environmental Services Director be given delegated authority to exceed budgetary provision should this be necessary to complete the reorganisation.

Background Papers: the following background papers were used in the preparation of this report:

Report to Cabinet: Sheltered Housing review, 10 November 2005

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