

**JOINT OVERVIEW AND SCRUTINY TRANSITION BOARD
HOUSING TASK GROUP
12 March 2009**

HOUSING DIRECTORATE STRUCTURE – FINAL UPDATE

Purpose of Report

1. To advise members on progress in making appointments to the housing staffing structure

Background

2. In 2008 a proposed structure was agreed for the new housing service and in December 2008 housing staff were advised on whether or not they had ownership of posts. At that time we wrote to all permanent staff to advise them of their status. This included 147 housing staff working across all the districts. We were able to inform 88 staff that they had ownership of a post. The remaining 59 housing staff were sent letters explaining that we did not yet know what their ultimate post would be, but that they would all transfer with TUPE rights to the new council. For the strategic housing teams there is considerable variation in the way services are delivered across the districts, for example Private Sector Housing services in one district comes under Environmental Health, in another under Housing and in the other two districts split between the two departments. This has meant that a considerable degree of transformation is required at an early stage and therefore new organisational structures have been agreed. The transformation to the new structures has already started but will not be complete until after vesting day.

Latest position

3. Heads of Service Five of the six heads of service have now been appointed these are:
 - a. Head of Housing Management Derek Streek
 - b. Head of Homes 4 Wiltshire Laura Young
 - c. Head of Housing Strategy & Support Nicole Smith
 - d. Head of Private Sector Housing James Hudson
 - e. Head of Housing Options Angie Rawlins

We were unable to appoint to the head of New Housing and this is now being readvertised. As part of this process one officer was advised they did not have a match.

4. Options and Homes 4 Wiltshire Posts in these teams have been evaluated and an extensive exercise has been carried out to see if any staff have a match to posts. 15 more people have now been advised that they have a match and 16 have been advised that they do not have a match. This leaves approximately 23 people who were originally sent a Don't Know letter and are yet to be advised of what category they fall into. It remains the case that there are at least 20 more posts in the new structure than there are permanent staff to be appointed to posts

Next Steps

5. The Posts in the Homes 4 Wiltshire and Housing Options Teams will have been advertised by the date of the Task Group meeting. The new heads of service are currently working on the remaining job descriptions and it is anticipated that all existing staff will have been advised of their ultimate status by 31 March 2009.
6. Heads of Service will be meeting with all members of staff over the next 10 days to ensure that all staff know where they need to attend on 1 April and what their role will be.

Recommendations

7. That the above information be noted.

Graham Hogg
Service Director Housing