

JOINT CABINET AND EMPLOYMENT & GENERAL COMMITTEE**Tuesday, 7th October, 2014**

Present:-

Councillor (Chair)

Councillors	Blank	Ludlow
	Elliott	McManus
	Gibson	Russell
	Gilby	Serjeant
	Higginbottom	Simmons
	King	
Non Voting Members	Brown	Huckle
	Hill	Martin Stone
	Hollingworth	

*Matters dealt with under Executive Powers

15 DECLARATION OF MEMBERS' AND OFFICERS' INTERESTS RELATING TO ITEMS ON THE AGENDA

No declarations of interest were received.

16 APOLOGIES FOR ABSENCE

Apologies were received from Councillor Bradford and the Chief Executive.

17 MINUTES**RESOLVED –**

That the Minutes of the meeting of the Joint Cabinet and Employment and General Committee of 29 July, 2014 be approved as a correct record and signed by the chair.

18 LOCAL GOVERNMENT ACT 1972 - EXCLUSION OF PUBLIC**RESOLVED –**

That under Regulation 21 (1)(b) of the Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2000, the public be excluded from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in the following Paragraphs of Part 1 of Schedule 12A to the Local Government Act 1972 – Paragraphs 1, 2 and 4, on the grounds that it contained information relating to individuals and to consultations or negotiations in connection with any labour relations matter arising between the authority and employees of the authority.

19 **RESTRUCTURE OF THE PRIVATE SECTOR HOUSING SERVICE (H000)**

The Housing Service Manager – Business Planning and Strategy submitted a report seeking approval for a revised staffing structure for the Housing Services Private Sector Housing and Home Improvement Agency Teams.

These teams were responsible for delivery of all the Council's statutory and discretionary functions in relation to private sector housing in the Borough. The current structures were put in place in 2004/05. Since then a number of small changes and additions to the structure had been made in order to respond to service requirements and the expenditure of external funding including the Handy-van Service; a temporary Empty Homes Officer for tackling private sector non decent homes; and most recently the New Homes Bonus.

The proposals were for the current teams to be merged into one 'Private Sector Housing Service', to provide more flexibility, reduce duplication of work and create further opportunities to achieve value for money in the delivery of the enforcement and advice and support functions of the team.

Consultation with affected staff and their trade unions had been commenced. It was noted that the trade union had withdrawn their support to the proposals at a late stage. The report outlined the human resources and the financial implications, along with the potential risks and proposed actions to mitigate these.

Details of the current and proposed structures, with job descriptions and person specifications for new posts were attached as Appendices to the report.

*** RESOLVED –**

- (1) That the proposed structures for the Housing Services Private Sector Housing and Home Improvement Agency Teams be approved.
- (2) That the new posts detailed at paragraph 11.1 to the report be approved and included in the establishment.
- (3) That the Housing Service Manager – Business Planning and Strategy be authorised to implement the changes.

REASON FOR DECISION

In order to meet current and future private sector housing service needs including an increasing private rented residential sector and provide a more flexible structure to respond to these needs