



Agenda Item No:	
Report To:	Cabinet / Council
Date of Meeting:	30 November 2023 / 14 December 2023
Report Title:	In-House Repairs - Proposed Structure Changes
Report Author & Job Title:	Sharon Williams - Assistant Director Housing
Portfolio Holder	Cllr B Barrett
Portfolio Holder for:	Housing
Summary:	In July 2023 Cabinet endorsed the proposal to bring the repairs service in-house and as a result a revised structure is proposed within the Housing Service.
Key Decision:	NO
Significantly Affected Wards:	None specifically
Recommendations:	The Cabinet is recommended to:- <ol style="list-style-type: none">1. Note and endorse the structure within the Housing Service including the incoming team following the TUPE transfer.2. Recommend to Council to approve the costs associated with the early release of Local Government Pension Scheme benefits in the event we are unable to redeploy the post holder (post Number 3141) resulting in the redundancy of this post.
Policy Overview:	Managing Restructure, Redundancy and Organisational Change policy
Financial Implications:	The report details the cost of the updated structures and includes details of the potential redundancy cost

and pension release cost that will be funded from the HRA Balances.

Legal Implications

Text agreed by Principal Solicitor – Strategic Development on 22 November 2023

In cases of potential dismissal due to redundancy, the law requires the employer to follow fair consultation and other procedures, including consideration of redeployment into suitable alternative employment, and these processes are in hand.

Equalities Impact See Attached Assessment

Other Material None Implications:

Background Papers: N/A

Exempt from YES

Publication:

Not For Publication by virtue of Paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972 and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

Contact: Sharon Williams Assistant Director Housing

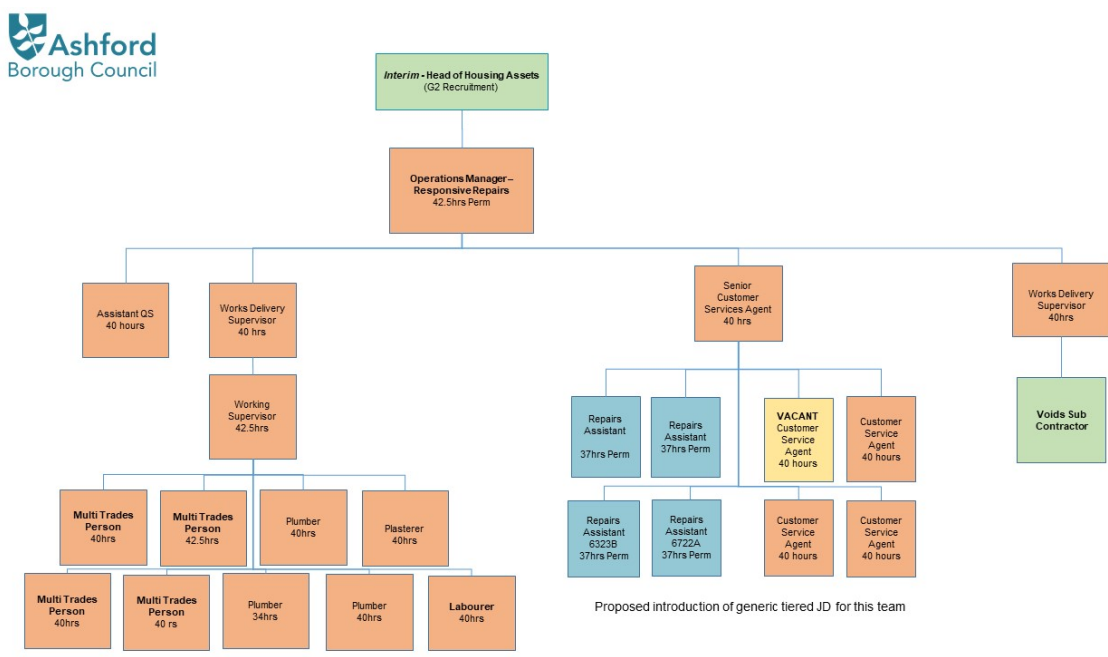
Report Title: Updated Senior Structure

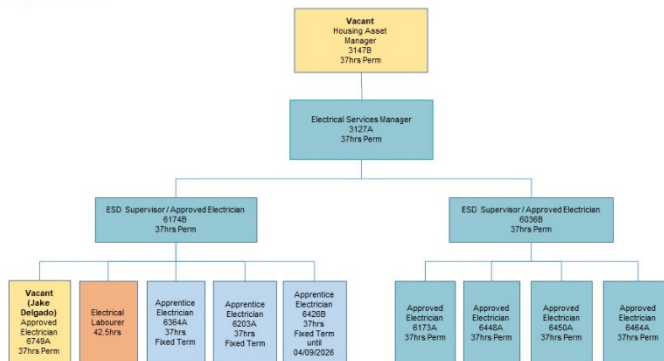
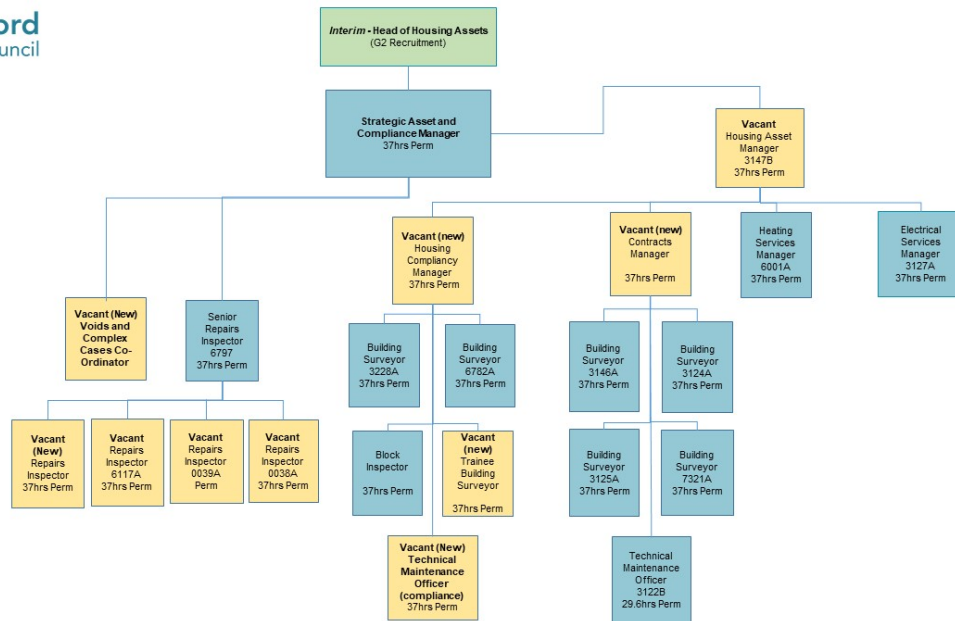
Introduction and Background

- 1 In May 2023 the current contractor, Equans, provided six months’ notice to terminate the contract for the responsive repairs service.
- 2 As detailed in the Cabinet report presented at the July 2023 meeting, a number of options were considered for the future provision of the service; this included re-procurement of the service through a main contractor or provision of the service via small contractors. The proposed option was for the service to be taken back in-house and this was approved by Cabinet at its July 2023 meeting.
- 3 Therefore, a service provision change will take place on 1st December 2023 for Equans employees providing the current service. The provisions of the Transfer of Undertakings (Protection of Employment) Regulations 2006 (known as “TUPE”) will apply to this service provision change and will protect the rights of those employees who are assigned to the provision of this service. This means that, for the relevant group, employment will transfer from Equans to the Council with effect from 1st December 2023.
- 4 The incoming transfer of the individuals who are assigned to work on the current responsive repairs service will affect the structure of existing team.

Proposals

- 5 The organisation charts below outline the proposed structure of the affected teams including the newly transferred incoming team, detailed in orange.





- 6 As the contract with Equans has come to an end and there will no longer be a main contractor the work associated with the existing employed Responsive Repairs Manager role has diminished. There will no longer be a requirement for repairs call handler management or monitoring and checking of works as part of a large maintenance contract. The oversight to the sub-contractors will be managed directly under the Works Supervisors who are responsible for arranging works and works completion.
- 7 Therefore, it is proposed that the post of Responsive Repairs Manager (3141) is deleted from the establishment, hence it is not shown in the charts above. This

has meant that the post holder has been placed at risk of redundancy and consulted with about the proposals and also about any suitable alternative roles within the structure.

Financial Implications

- 8 Officers are working towards remaining in the cost envelope of the responsive repairs budget.
- 9 There may also be costs associated with the early release of pension should the proposals proceed and no suitable alternative roles become available for the 'at risk' employee. If applicable, this will be funded from the HRA Balances.

Consultation Undertaken

- 10 JCC received a report on this paper 9th November 2023. JCC advised that they were happy with the proposal and supported the report.
- 11 If the proposals are accepted, following the council process, the employee at risk of redundancy will be served contractual/statutory notice of the potential deletion of their post and either the terms and conditions of their new redeployed role or provided with notice of redundancy.

Implications Assessment

- 12 The implications of this proposal are that one post holder has been put at risk of redundancy.
- 13 Should the proposals go ahead employees at risk of redundancy will be consulted with about potential suitable alternative roles within the organisation and redeployed if possible.

Avoiding the proposal

- 14 The proposal is viewed as being favourable for the organisation and therefore no alternative proposals are put forward at this stage (although they are welcomed as part of the consultation process).
- 15 The provisions of the TUPE Regulations are applicable to the service provision change of the responsive repairs service and the Council is bound by the terms and operation of TUPE legislation in relation to the transferring staff.

Risk Assessment

- 16 One existing post holder is significantly affected as it is proposed that one role is deleted from the establishment under the proposals highlighted. This means that this employee will be placed at risk of redundancy under the consultation process.

Conclusion

17 These proposals respond to the changing needs of the organisation and seek to make the most efficient use of resources within the Team.

Comments from the Portfolio Holder

18 As Portfolio Holder for Housing it is vitally important to me that we provide a robust and effective repairs service, and following Equans decision to serve notice to end the repairs contract, I am excited that we can take up the challenge to directly provide these services. Ultimately, we are seeking to enhance the services we provide to our Council tenants and by bringing these services in-house this gives us the ability to have a direct control over all aspects of the repairs function. Inevitably such a change in service delivery will bring about changes both for the existing ABC staff and also for the Equans staff transferring into ABC under TUPE and I am satisfied that there has been appropriate consultation with all affected staff and support the proposals fully.

Contact and Email

19 Sharon Williams - Assistant Director Housing