

BRISTOL CITY COUNCIL

HUMAN RESOURCES COMMITTEE

- For Information -

Thursday 3rd September 2009

Report of: Service Director: Strategic HR & Workforce Strategy

Title: Housing Caretaking Review - Tied Accommodation

Ward: City Wide

Officer Presenting Report: Mike Cook - HR Adviser

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RECOMMENDATION

This Committee is asked to note implementation date of Tied Accommodation Policy to Housing Caretaking employees will be 1st November 2009

Summary

HR Committee on 14th May 2009 resolved for implementation of the Tied Accommodation Policy to be delayed and linked with the implementation of the Caretaking Services review. A copy of this resolution is attached as Appendix A for reference purposes. Following Cabinet's decision on 25th June 2009 to endorse the Caretaking Services Review proposals, management are now proceeding with the implementation of the review. Implementation of review is expected mid October 2009.

Residential employees within Caretaking Services were given written notice week commencing 27th July 2009 stating changes to their terms and conditions of employment in respect of tied accommodation benefits. These changes will take effect from 1st November 2009.

1. Policy

- 1.1 This will complete the implementation and harmonisation of the Council's Tied Accommodation Policy (as approved by HR Committee) for residential employees.
- 1.2 Pay protection arrangements for all residential employees will be implemented with effect from 1st November 2009, thereby bringing this group of employees into line with the Council's Tied Accommodation Policy.

2. Equalities Impact Assessment

- 2.1 As submitted to HR Committee when it considered and approved the Residential Caretakers Review.

Legal and Resource Implications

Legal:

This Report confirms the legal requirement to provide notice to employees of a change in their terms and conditions of employment.

(Legal advice provided by Husinara Jones for Head of Legal Services)

Financial:

(a) Revenue:

Benefit protection costs outlined previously in HR Committee report of February 2009, which stated;

'The HRA positively contributes to this service charge to the value of £800k in 2007/08. This review of service provision is looking to reduce this positive contribution and review how the service is provided. The full extent of the savings will be included in the business case when this is reported to the Director of Neighbourhoods, but it is hoped that this will be reduced by over £400k per annum in future years once pay protection has finished. The maximum cost (based on current figures) if all staff who were able to, chose to take the "buy out" option would be £293k in total, whereas if all staff chose to take the pay protection over

3 years the maximum cost would be £440k in total.'

(Finance advice provided by Claire Burston - Finance Team Manager (HRA))

(b) Capital: N/A

Land: N/A

Personnel: Implementation with effect from 1st November 2009, as set out in paragraphs 1.1 and 1.2 above.

Appendices: Appendix A: HR Committee Resolution 14th May 2009: Housing Caretaking Review - Tied Accommodation

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT 1985
Background Papers:**

Housing Caretaking Review - Tied Accommodation

HR

96.5/09 URGENT ITEM

CARETAKING REVIEW: TIED ACCOMMODATION

RESOLVED: (1) that the resolution of the Committee taken on 19 February 2009 be amended to read: “that the proposed calculation principles for pay protection and 'buy out' in respect of tied accommodation for Housing Caretakers be approved and implemented concurrent with the Caretaking Review”.