# **Decision Pathway – Report**



**PURPOSE: Key decision** 

**MEETING: Cabinet** 

DATE: 23 January 2024

TITLE	Housing Revenue Account (HRA) Budget 2024/25		
Ward(s)	Citywide		
Author: Richard James		Job title: Interim Asset Management Consultant	
		Executive Director lead: John Smith Interim Executive Director – Growth & Regeneration	

**Proposal origin: BCC Staff** 

Decision maker: Cabinet
Decision forum: Cabinet

#### **Purpose of Report:**

- 1. To seek Cabinet's endorsement of the proposed 2024/25 Housing Revenue Account (HRA) Budget and 5-year medium term financial plan (MTFP).
- 2. To seek delegated authority to appoint all necessary contractors and apply for/receive grants to deliver the Housing Investment Plan (HIP) (Appendix A2) and HRA Development Programme for new council homes (Appendix A3).
- 3. To note, to ensure long-term viability of HRA finances, the 30-year HRA business plan has been refreshed and updated to reflect the new budget and MTFP requirements.

## **Evidence Base:**

#### Background

- 1. The Housing Revenue Account (HRA) is a separate ring-fenced account and covers all activities of Bristol City Council as a landlord. A 1-year revenue budget for 2024/25 and a 5-year capital programme 2024/25 2028/29 are being presented for approval. The budget has been set to ensure that the HRA can deliver its essential services, which include repairs, maintenance, and improvements to the housing stock plus delivery of core housing management services. In addition, there is provision for new investment priorities identified in 2024/25, new pressures and additional contributions to the city's priorities for housing delivery.
- 2. These proposals have all been evaluated within our 30-year HRA Business Plan model, to ensure they are affordable and that the plan stays in surplus throughout the plan period.

# **External Investment Pressures and Commitments**

- 3. The budget is significantly informed by the extensive consultation through the 'Big Housing Conversation: Investment in Council Housing' carried out in 2021, which set out key priorities and informed the 2022/23 and 2023/24 plans.
- 4. There are significant external pressures and investment commitments affecting the 2024/25 budget, Medium Term Financial Plan (MTFP) and 30-year business plan. These are outlined within the report and appendices and include:

## **External Pressures**

Above inflationary increases of c.15% in costs for materials, contracts and development of new

- homes. There are signs of inflationary pressure slowing in the construction sector.
- Requirement to respond to Building Safety Act and Fire Safety Act, new Consumer Standards, and proactive regulation.
- Requirement to achieve EPC C (energy performance certificate level C) and Net Zero Carbon energy efficiency / decarbonisation, especially on our oldest homes.

#### Investment commitments

- Costs for fire safety measures within high rise blocks (including: waking watch, cladding, sprinklers and fire alarms).
- The cost of accelerated and enhanced safety compliance works (including enhanced: Building and Fire safety team, fire safety remedial works team and damp & mould taskforce).
- Provision for a transformation programme to replace several housing IT systems with a single platform.
- Likely increase in investment following the planned stock condition survey of our homes.

## Landlord Health & Safety Compliance Spend

- 5. A total spend of £258m over the next 10 years in Landlord Compliance related capital and revenue programmes.
- 6. Fire safety: In 2023/24 we have been delivering a new Fire Safety inspection programme, following new regulatory requirements. These inspections provide us with more comprehensive information about the cladding and external wall system as a whole and assesses risks against a new guidance structure. These detailed inspections will continue to identify fire safety works to our homes.
- 7. Following the tragedy at Grenfell Tower in 2017 and two serious fires in BCC owned residential blocks in Autumn 2022, we have continued our commitment to invest in Fire and Building Safety. The capital investment programmes are outlined in item 9. In addition to these programmes, we will be investing an additional £750K in Fire Risk Assessment External Wall (FRAEW) inspections to high and medium rise blocks and £600K on structural surveys.
- 8. The decision to decant Barton House while intrusive structural inspections demonstrate the focus on fire and building safety which will continue in 2024/25 and beyond.
- 9. There are a number of significant programmes for fire safety work. The total cost of fire safety works over the next ten years is now £103m. In summary:
  - EPS (expanded polystyrene) cladding removal A programme has been developed to remove all EPS cladding over the next 10 years, costs are estimated at £63.5m.
  - Waking watch 24/7 fire safety patrols are in place at 33 blocks where there are concerns about the cladding (the figure has reduced from 38 as EPS cladding has now been removed from 5 blocks). Where interim measures are needed for longer, we are installing fire alarms. A cost of £2.1m is anticipated in 2024/25 for Waking Watch. This is based on all new Fire Alarm systems being installed by September 2024 (see below bullet point) and all Waking Watch being removed by November.
  - Fire alarms installing Simultaneous Evacuation Alarms in all flats affected acts as an interim measure, and as an alternative to waking watch. Where the EPS cladding can be removed within the next 12 months, the plan is to have a Waking Watch presence until the EPS is removed. Where the works to remove the EPS cladding is scheduled to take longer, we will replace the Waking Watch with an alarm system. A total cost of £8.7m (including 23/24) was anticipated for installing fire alarms across blocks where longer-term measures will be needed. The alarms are expected to be installed by September 2024. The proposed budget for 2024/25 is £2.5m which will fund the remaining systems not installed during 2023/24.
  - Sprinklers a sprinkler installation programme across all 62 high-rise blocks has been agreed and the
    proposed costs allow for the installation of these sprinklers over a 4-year period totalling £28.7m. The
    proposed budget for 2024/25 is £6.2m compared with 2023/24 which is £1.86m. The sprinkler
    installation programme will be completed by 2027/28.
  - Fire Door Replacement Works a fire door replacement programme has been agreed, over a 7-year period at a total cost of £6m.

# The 'Big Housing Conversation' Commitments

- 10. We have protected resident priorities identified through the 'Big Housing Conversation' and included in the 2022/23 and 2023/24 Business Plans. A summary of the investment commitments included within the 2024/25 plan are:
  - £83m over 15 years for planned bathroom replacement programme
  - Continue delivering the commitment to make homes more energy efficient and to reduce carbon
    emissions, through further wall insulation schemes and a programme of photo-voltaic (PV) panel
    installations. The investment includes contributions from BCC of: £11m in 2024/25, £76m in the first 5
    years of the plan and a total of £100m up to 2030/31. This will help us to work towards a target of all
    homes reaching a minimum EPC of C by 2030 and Net Zero Carbon. Further funding is likely to be
    required to ensure all homes meet EPC C and will require further grant funding being made available
    from central government.
  - £946m in the MTFP to develop 3082 new council homes (new build & acquisitions) over the next five years (see details in Appendix A3). This includes £15m for a land acquisition pot to enable the construction of more homes.
  - c.£1m for HRA park and play area refurbishment covering 2023/24 & 2024/25.
  - Additional investment in blocks, estates and communal areas between 2024/25 & 2026/27 of £6.15m (£2.05m per annum):
    - a. £0.6m contribution to the Rapid Response Service
    - b. £0.36m for the Assisted Gardens Programme
    - c. £0.61m for additional waste & recycling facilities
    - d. £1.78m for stock condition surveys that will inform future investment programmes
    - e. £0.98m for CCTV & security upgrades £1.82m currently unallocated. We will engage with the Housing Management Board in 2024/25 to agree the allocation this investment (this is in addition to a 'Neighbourhood Investment budget of £462K per annum for one off neighbourhood improvement projects).

#### Other Spend Commitments in Existing Homes

Other major spend commitments included in the 2024/25 Budget and Business Plan are:

- f. £0.21m per annum extra for an enhanced Damp & Mould Taskforce.
- g. £1.25m funding to move the joinery shop to a new location.
- h. £0.73m extra investment in the Building Safety Team for two years (extra cost of enlarged team to develop building safety cases)

#### Investment in New Build and Acquisition

11. Enhancement of the new building and property acquisition programmes to include the buyback of homes bought under Right to Buy Homes (RTB). This brings the pipeline to 3,082 council homes over the next five years. A change in government rules regarding RTB receipts enables BCC to retain a greater proportion of receipts which we are using to support the provision of additional homes.

#### Efficiency Savings and Income Realisation

- 12. To ensure the long-term viability of the business plan a number of changes have been made within the business plan and these include:
  - Cost reductions and efficiency savings mainly affecting revenue costs.
  - Commitment to review service charges during 2024/25, to ensure we are compliant with regulatory requirements and increasing chargeable income recovery.

## Rent Increase and Financial Support for Residents

- 13. The current Government's rent standard allows social landlords to increase social housing rents by September CPI plus 1% each year. In September 2023, with inflation was 6.7%. As a result, the maximum rent increase that can be implemented is 7.7%.
- 14. To support residents in hardship, a hardship fund of £500,000 is included in each year of the business plan. For 2024/25, £350,000 is set aside for residents accessing the Local Crisis Prevention Fund, with the remainder set aside for other schemes. This will include a newly introduced cladding removal support scheme to support residents affected by increased energy bills resulting from the removal of EPS cladding

whilst it is replaced with an A rated cladding system.

15. One additional Housing Manager, an additional Team Leader and three Tenancy Sustainment Officer's will support residents who are struggling to sustain their tenancies.

## Pay Inflation

- 16. The business plan assumes a pay inflation uplift capped at 5% in year 1 (2024/25).
- 17. Appendix A1 contains information regarding the 30-year business plan, including key assumptions used to forecast income and expenditure. The 30-year plan contains commitments of £1.8bn expenditure for the Housing Investment Plan and £3.1bn for new build and acquisitions.

## Summary of Income and Investment

18. Below is a summary of the headline figures for the 2024/25 budget and MTFP:

#### Revenue income

The HRA forecasts revenue income of £151m for 2024/25 compromised of:

- £135.6m rental income (net, after allowing for rent loss for empty properties based on 50-day void turnaround time in 2024/25 and further reductions in 2025/26 onward)
- £13.4m service charges (based on current charges, plus an inflationary uplift)
- £1.1m non-dwelling rent (garages and commercial units).
- £0.8m Grant funding for Social Housing Decarbonisation Fund

The primary source of income is from rents and service charges. The average weekly rent for council homes is currently £90.76. The recommended increase for 2024/25 of 7.7% means average rents will rise to £97.75. For 66% of tenants this increase will be met through either fully or partially through benefits (housing benefit or universal credit).

It is also proposed to increase Service Charges by 7.7%. Service charges are required to reflect the actual cost of the services incurred. This means service charges for leaseholders will be based on expenditure levels with the agreed inflationary increase. In line with Service Charge legislation, leaseholder accounts will be reconciled with the actual costs and leaseholders will be issued their actuals statement by September 2024, which will include a deficit or surplus depending on costs incurred within the financial year for 2022/2023. Delegation will be sought to issue the Actual statements by September 2024.

#### Revenue expenditure

The highest priority for HRA expenditure is to ensure service provision for council tenants and leaseholders, this includes estates and housing services, and H&S related activities, repairs, maintenance and improvements to council housing. The budget for 2024/25 will be:

- £44m for responsive repairs and maintenance, including compliance safety programmes
- £39m to deliver supervision and management functions
- £14.5m delivering special services (e.g. caretaking, laundry provision, support to older people)

## Capital Programme Expenditure

The 5-year Capital Programme consists of:

- £452m for the Housing Investment Programme to maintaining and improving the existing stock as set out in Appendix A2 Housing Investment Programme 2024/25.
- £946m to deliver 3082 new council homes (including new build and acquisitions)
- £5m for fleet replacement to utilise vehicles (including fully electric and hybrid wherever possible)

## Finance Summary and Assumptions

19. Appendix A1 contains information regarding the 30-year business plan, including key assumptions used to forecast income and expenditure. The 30-year plan contains commitments of £1.8bn expenditure for the Housing Investment Plan and £3.1bn for new build and acquisitions.

#### **Environmental Impact Assessment**

20. The Environmental Impact Assessment in Appendix F states 'Overall this proposal will have long term beneficial impacts through retrofitting, insulation works and the fitting of more efficient fixtures and fittings. The overall estimated carbon savings will be calculated as the project progresses. There are short term negative impacts through this proposal through construction works which will be mitigated through the procurement procedures with focus on specifications for materials used, waste management procedures and travel methods.'

## Strategic review of the leadership of Housing & Landlord Services

21. A strategic review of the leadership of Housing & Landlord Services will be undertaken with a view to ensuring sufficient strategic and divisional senior leadership capacity to enable the Housing Service to provide appropriate strategic leadership in line with corporate priorities and enable the delivery of the Housing Delivery and Housing Investment Programme.

#### <u>Appendices</u>

Attached are appendices that provide information regarding the budget, Housing Investment Plan and delivery programme:

- A1: The 2024/25 HRA budget and MTFP
- A2: Housing Investment Plan
- A3: Housing Delivery Programme
- Appendix D: Risk assessment
- Appendix E: Equalities Impact Assessment
- Appendix F: Environmental Impact Assessment

## **Cabinet Member / Officer Recommendations:**

That Cabinet is asked to recommend the following proposals to Full Council:

- 1. Agrees and recommends a rent and service charge increase of 7.7% effective from April 2024 to Full Council, applicable to HRA dwelling (general needs accommodation, supported housing and temporary accommodation).
- 2. Agrees and recommends the one-year revenue budget of £151m for 2024/25 set out in Appendix A1 to Full Council.
- 3. Agrees and recommends the five-year capital programme 2024/25–2028/29 as detailed in Appendix A1 to Full Council.
- 4. Authorise the Executive Director of Growth and Regeneration, in consultation with the Cabinet Member for Housing Services and Energy, to increase service charges (including district heating) and garage rents in line with inflation and to approve the recalculated service charges and service charge statement based on actual costs for issue in September 2024.
- 5. Note the key assumptions in the 30-year business plan and that the finance model is established within the agreed affordability principles summarised in Appendix A1, Table 4.

# That Cabinet:

6. Authorise the Executive Director of Growth and Regeneration in consultation with the Cabinet Member for Housing Delivery and Homelessness, or the Cabinet Member for Housing Services and Energy, and the Council's Section 151 Officer to submit appropriate funding applications (including Homes England grants for development) and if successful to:

- accept funding and agree associated grant terms/conditions (additional consultation required with Legal Services); and
- spend the funding by delivery of the projects (set out in appendices A2 and A3) via compliant procurement routes; and
- use HRA investment plan funds and or reserves to match fund projects to maximise funding opportunities;
   and
- o such authority to include decisions above £500K.
- o note that delegated decisions relating to funding applications and associated projects will be published (Officer Executive Decisions).
- 7. Authorises the Executive Director of Growth and Regeneration in consultation with the Cabinet Member for Housing Services and Energy and the Council's Section 151 Officer, subject to keeping within the approved overall HIP budget:
  - a. To approve the priority of the procurement projects set out in Appendix A2, take all steps required to select the appropriate procurement route and to procure and award the contract in line with the Councils procurement rules and regulations. Such authority to include decisions above £500K.
  - b. To adjust and/or defer (from within the current year's programme, including those set out in Appendix A2) any project(s) to fund the increased cost of any other project and/or to accommodate other changes in the programme subject to keeping within the approved overall budget. Delegated decisions to adjust or defer the programme will be published (Officer Executive Decisions).
- 8. Authorise the Executive Director Growth and Regeneration in consultation with the Cabinet Member for Housing Delivery and Homelessness and the Council's Section 151 Officer to:
  - a) Approve the priority of the procurement projects set out in Appendix A3 and take all steps required to procure and award contracts (including goods, works and professional services)
  - b) during 2024/25 to deliver the HRA Development Programme capital investment plans detailed in Appendix A3 (notwithstanding those individual contracts may exceed the key decision threshold)
  - agree the allocation of financial expenditure on schemes within the Programme and to authorise changes to the schemes as required to deliver the development proposals. Such authority to include decisions above £500k.
  - d) to determine the appropriate nature/mix of tenure appropriate for each scheme
  - e) to identify and authorise suitable sites and properties for the programme, including both Council property and acquiring additional land or properties.
  - f) Delegated decisions relating to development will be published (Officer Executive Decisions).

#### **Corporate Strategy alignment:**

Homes and Communities:

- Management of council homes is pivotal in providing residents with safe warm, secure and affordable accommodation
- The HRA development programme will ensure the provision of over 3,000 new affordable council-owned homes, helping alleviate the housing crisis and ensuring the provision of affordable homes across the city
- Funding for energy efficiency and reducing carbon emissions supports the city's response to the climate emergency and ambitious carbon reduction targets

# **City Benefits:**

- 1. Fourteen percent of housing in Bristol is owned and managed by BCC, therefore decisions about the HRA budget impact directly on a significant number of households, as well as contributing to delivery of objectives in the Council's Corporate and Housing strategies.
- 2. Significant investment in the HRA will be re-invested in the maintenance and investment programmes of our homes in 2024/25, helping to safeguard the value of HRA assets; positively impact on the well-being of residents; and ensuring health and safety obligations are complied with. This includes significant investment in Health and Safety related works and improving the Energy Efficiency of BCC owned homes.

## **Consultation Details:**

#### Internal consultation only:

- Workshops with Cabinet Member for Housing Services & Energy and Cabinet Member for Housing Delivery & Homelessness and Section 151 officer: 21 December 2023
- Update sessions with Cabinet Member for Housing Services & Energy and Cabinet Member for Housing Delivery & Homelessness: various throughout September 2023 to January 2024
- Cabinet Member briefing: 20 November 2023, 11 December 2023, 8 January 2024
- o EDM: 15 November 2023, 06 December 2023
- o Finance Scrutiny Task Group: 06 September 2023, 23 November 2023, 05 January 2023

## **Background Documents:**

- Rent Standard (https://www.gov.uk/government/publications/rent-standard)
- Consumer Standards (Consultation on the consumer standards GOV.UK (www.gov.uk))
- Decent Homes 2 (June 2023 update on government's work to improve the quality of social housing -GOV.UK (www.gov.uk))
- Implication of new legislation on High Risk buildings (<u>Guidance on the criteria for being a higher-risk building GOV.UK (www.gov.uk)</u>)

Revenue Cost	£151m (1 year)	Source of Revenue Funding	Housing Revenue Account
Capital Cost	£1,406m (5 year)	Source of Capital Funding	Grants, Prudential Borrowing, Capital Receipts & RCCO
One off cost ☐ Ongoing cost ☐		Saving Proposal ☐ Income generation proposal ☐	

## Required information to be completed by Financial/Legal/ICT/ HR partners:

# 1. Finance Advice:

This report seeks approval of next financial year HRA Revenue budget which includes authorising a dwelling rent increase of 7.7% for next financial year (2024/25), increasing services charges by CPI+1 and garage rents in-line with September 2022 CPI.

Cabinet is also asked to note the updated HRA Business Plan over the 30-year period from 2024/25. The Plan is based on a financial model which reflects assumptions for rents, service charge income and expenditure requirements over a 30-year period.

The increase in dwelling rents is essential to ensure the continuing investment in high-quality housing service for our tenants. Failure to increase the rents by the statutory cap will have significant impact on income in the current year and in each year going forward. With an increase in rental income of 7.7% from dwellings, effective from April 2024, the HRA would generate £10.4m more in turnover in the financial year than is forecast to be achieved in 2023/24. This includes the contribution made by new properties expected to come into use during the year.

The level of service charges should be set to enable full recovery of the costs of providing the service. Service charges for leaseholders will based on 2022/23 actual costs. Accounts will be reconciled to these actual costs and statements issued to leaseholder by September 2024. This will include a deficit or surplus position depending on costs incurred during the Financial Year 2022/23. Delegation is being sought to allow the Executive Directors in consultation with the Cabinet member to approve these calculations and issue the statements. It is proposed that service charges are increased by 7.7% (CPI in September 2023 +1%) for 2024/25. The additional service charge income has been reflected in the draft budget position.

Previously unplanned activities arising in 2023/24 related to fire safety Waking Watch are continuing at a lower level into 2024/25 as remedial works are undertaken and Waking Watch removed.

The Council continues to monitor closely the impact of welfare reforms which is likely to have an impact on rent collection and therefore impact the overall HRA position. The levels of arrears and required level of bad debt provision will continue to be monitored, but the latest estimates show that due to proactive arrears management the forecast rent arrears are not increasing at the levels previously anticipated. The draft HRA budget assumes 1% provision for bad debts.

This report also seeks approval of the Council 5-year HRA Capital programme (2024/25 to 2028/29) and proposes delegation of authority to the Executive Director of Growth and Regeneration in consultation with the Cabinet Member for Housing Services & Energy and Cabinet Member for Housing Delivery & Homelessness to consider and approve the scope of all projects including the approval and rephasing of capital budgets for individual schemes, within the overall £1,406m budget proposed in the report.

The proposed capital programme budget for new build developments (HRA 2) and the Housing Investment Plan (HIP) is £946m and £452m respectively over the 5-year period from 2024/25 - 2028/29. In addition, the Authority plans to invest approximately £5m in renewing its aging fleet of vehicles.

The revised capital programme for 2024-2029 demonstrates the Councils ongoing ambitions and commitments to both deliver new homes, and to improve the homes of our existing tenants. It is acknowledged however that these ambitions are subject to the constraints of current market capacity in order to deliver. Where there are strong indications of insufficient market capacity, the capital programme will be re-shaped and reprioritised to ensure delivery of as many new homes, and improvement of as many existing homes as possible.

The 2024 HRA business plan seeks to resource as much council housing as is considered affordable based on the income and assumptions built into the financial model. The plan reflects significant expenditure on both new build and improvements in current stock over the 5 years that must be part funded by borrowing. This leaves recurring costs of servicing borrowing to be funded over the life of the business plan.

The report seeks approval from Cabinet to authorise the Executive Director of Growth and Regeneration in consultation with the Cabinet Member for Housing Services & Energy and Cabinet Member for Housing Delivery & Homelessness and the Council's Section 151 Officer to submit appropriate funding applications (including Homes England grants for development) to finance the HRA capital programme. The HRA business plan seeks to fund capital expenditure by utilising all available capital receipts as the first call, then grant funding after that balances available within the Major Repairs Reserve.

It is prudent to set aside funds into specific HRA reserves to finance future HRA expenditure including capital financing, service improvements and risk exposure. The proposed 2024/25 budget assumes reserve draw down of £19.7m to contribute to the financing of the 2024/25 proposed capital programme.

A prudent level of working balance, along with appropriate application of reserves, should be part of the overall budget. The approved minimum HRA balance for 2024/25 is £21m and is designed to cope with unpredictable circumstances which cannot be addressed by management or policy action within the year. As with 2023/24, an additional £5 million has been provided in the general reserves to reflect the current economic climate and risk exposure.

The government introduced a new policy (after the Welfare Reform Act 2016 ended) effective from April 2020, which allowed Local Authority Landlords and Registered Providers (housing associations) to increase rents by CPI plus 1%. This was modelled over 5 years from April 2020 and was intended to provide stability & certainty regarding planned investment in the current stock. It was also intended to ensure service improvements and new developments, at least in the short to medium term. The next financial year (2024/25) is officially the last year of the current arrangements. However there has been no discussions around future rent setting proposals, and it is currently widely expected that these arrangements will continue as they are in the medium term. This is reflected in the Business Plan assumptions.

Whilst the economy is in a more stable position than 12 months ago with inflation falling and a cut to interest rates widely expected in the next year, there remain risks around the possibility of economic recession and external factors continuing to fuel higher than estimated inflationary pressures. These risks, coupled with the impact of the economic crisis that have been baked into the economy could increase the likelihood of non-collection of rents and may, consequently result in elevated levels of rent arrears and bad debt.

The 2024 HRA 30-year business plan will be reviewed and monitored in year and refreshed annually, allowing for horizon scanning & the identification and mitigation of risks in the short, medium & long term.

Finance Business Partner: Martin Johnson (Interim Finance Manager) - 11 January 2024

**2. Legal Advice:** The Council is required to maintain and review annually, a Housing Revenue Account in accordance with the provisions of the Local Government and Housing Act 1989 and directions issued thereunder. The report seeks endorsement of the proposed budget for approval by Full Council, including its proposed revenue and capital spending plans.

The report also seeks broad delegated authority for the Executive Director Growth & Regeneration to take all necessary steps to implement those plans, across a range of activities, notwithstanding that any one of these may be a matter which would otherwise require specific cabinet approval by virtue of it exceeding the £500k key decision threshold. This authority is to include all procurement activities, (for all goods, works and services) necessary to deliver the Housing Investment Plan and Housing Delivery Programme (HDP), and authority to acquire property to meet the HDP programme. To ensure the implementation of the plan and programme is lawful, all procurement and contracting activities must comply with the appropriate Procurement Regulations and the council's own procurement rules. Officers must also ensure the programme remains compliant with the Council's budget and policy framework.

Legal Team Leader: Eric Andrews, Team Manager 11 January 2024

**3. Implications on IT:** IT continue to support Housing in their digital transformation program and are fully engaged, insuring improvements to the service and potential savings.

IT Team Leader: Alex Simpson – Senior Solution Architect, 10 January 2024

4. HR Advice: There are no HR implications evident

HR Partner: Celia Williams, HRA Business Partner, 10 January 2024

EDM Sign-off	John Smith, Executive Director of Growth & Regeneration	17/01/2024
Cabinet Member sign-off	Cabinet Member for Housing Services & Energy and Cabinet Member for Housing Delivery & Homelessness	17/01/2024
For Key Decisions - Mayor's Office sign-off	Mayor's Office	17/01/2024

Appendix A – Further essential background / detail on the proposal	YES
Appendix A1 - HRA Budget	
Appendix A2 – Housing Investment Plan	
Appendix A3 – Housing Delivery Programme	
Appendix B – Details of consultation carried out - internal and external	NO
Appendix C – Summary of any engagement with scrutiny	NO
Appendix D – Risk assessment	YES
Appendix E – Equalities screening / impact assessment of proposal	YES

Appendix F – Eco-impact screening/ impact assessment of proposal	YES
Appendix G – Financial Advice	NO
Appendix H – Legal Advice	NO
Appendix I – Exempt Information	NO
Appendix J – HR advice	NO
Appendix K – ICT	NO
Appendix L – Procurement	NO