

DUNDEE CITY COUNCIL

REPORT TO : Personnel Committee - 15 May 2006

REPORT ON: Sheltered Housing Wardens - Tied Housing

REPORT BY: Director of Housing and Assistant Chief Executive (Management)

REPORT NO.: 284-2006

1 PURPOSE OF REPORT

- 1.1 This report makes proposals regarding Housing Department tied housing.

2 RECOMMENDATIONS

It is recommended that the Committee approves the following:-

- 2.1 to end the requirement for Sheltered Housing Wardens to occupy tied housing as a condition of their employment;
- 2.2 employees being eligible to purchase their current homes in accordance with the Housing (Scotland) Act 2001;
- 2.3 employees being offered the secure tenancy of the house they currently occupy or moving offsite to other Council housing through their current housing application.
- 2.4 the following options for Sheltered Housing Wardens, as the current system of additional payments and allowances will not be equitable in the event of 2.2 and 2.3 above:-
- 2.4.1 a cash buyout based on 2 years' worth of rent and Council Tax at current values, ie as at 31 March 2006, for those in tied housing;

or

3 years' cash conservation of rent and Council Tax allowances at current values, ie as at 31 March 2006, for those in tied housing

- 2.4.2 employees with a preservation dating from the their transfer from Dundee District Council can either accept a cash buyout based on 2 years' worth of public holiday and weekend working allowances at current values, ie as at 31 March 2006;

or

retain their existing public holiday and weekend working allowances frozen at their current values, ie as at 31 March 2006, subject to review and, where applicable, 3 years cash conservation, following Single Status implementation;

- 2.5 the regrading of 96.5 posts of Sheltered Housing Wardens from GS1/2, £10,671 - £14,220, to GS1/3, £10,671 - £15,063, approved by the Personnel Committee on 20 March 2006 to apply retrospectively from 1 January 2006;
- 2.6 placing on the GS1/3 scale as outlined in Appendix 1.

3 **FINANCIAL IMPLICATIONS**

- 3.1 The cost of these recommendations can all be met from the Sheltered Housing Wardens Budget.

4 **LOCAL AGENDA 21 IMPLICATIONS**

- 4.1 None.

5 **EQUAL OPPORTUNITY IMPLICATIONS**

- 5.1 None.

6 **BACKGROUND**

- 6.1 Reference is made to the Housing, Social Work and Personnel Committees on 20 March 2006, which approved the transfer of the Sheltered Housing Warden Service from the Social Work Department to the Housing Department from 1 April 2006. In addition, the Personnel Committee regraded 96.5 Sheltered Housing Wardens from GS1/2 to GS1/3. To reflect the enhanced housing management aspects of the Wardens post, it is proposed the new grade of GS1/3 be applied retrospectively from 1 January 2006.
- 6.2 It is proposed employees at the top of GS1/2 be matched to the top point of GS1/3, and those not already at the top of GS1/2 will be matched to a point on GS1/3 affording a similar increase in remuneration. In addition, SCP10, the first point of GS2, will be the minimum assimilation point for existing wardens. (Details of point to point matching attached as Appendix 1)
- 6.3 Sheltered Housing Wardens provide a valued support to older tenants within Dundee City Council, maintaining a daytime response to emergency needs. When initially conceived, the Sheltered Housing Wardens provided a neighbourly service and, as such, postholders were required to live on site close to tenants.
- 6.4 The Community Alarm Service has developed significantly in the past few years. This has allowed the transfer of sheltered tenants calls which are made outwith daytime hours to the Community Alarm response centre. Due to the service developments and representation made by the Wardens through their trade unions, the Housing Department proposes to end the requirement for Sheltered Housing Wardens to occupy tied housing as a condition of their employment.
- 6.5 It is proposed to untie Sheltered Housing Warden accommodation and offer the Wardens the secure tenancy of the property they currently occupy or move offsite to other Council housing in accordance with their current housing application form. Where possible, this will enable employees to purchase their current homes in accordance with Housing Scotland Act 2001, should they so choose.
- 6.6 The current system of additional payments and allowances (rents, Council Tax, weekend and public holiday working, heating/lighting, etc) will not be equitable in the event of 6.5 above and options available are as follows:-

- 6.6.1 a cash buyout based on 2 years' worth of rent and Council Tax allowances at current values, ie as at 31 March 2006, for those in tied housing. HM Revenue and Customs has confirmed that the buyout payments will be taxable. (**NB** buyout would be based on service to age 65 if less than 2 years and employees leaving the service before the expiry of the 2 year period, or the period to age 65, where applicable, would be required to repay a pro rata amount);

or

3 years' cash conservation of rent and Council Tax allowances at current values, ie as at 31 March 2006, for those in tied housing;

- 6.6.2 employees with a preservation dating from their transfer from Dundee District Council can either accept a cash buyout based on 2 years' worth of public holiday and weekend working allowances at current values, ie as at 31 March 2006. (**NB** buyout would be based on service to age 65 if less than 2 years and employees leaving the service before the expiry of the 2 year period, or the period to age 65, where applicable, would be required to repay a pro rata amount);

or

retain their existing public holiday and weekend working allowances frozen at their current values, ie as at 31 March 2006, subject to review and, where applicable, 3 years' cash conservation, following Single Status implementation.

- 6.7 Details of the possible effects on individual Warden employees have been provided to the trade unions.

7 **CONSULTATION**

- 7.1 The Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services) and relevant trade unions have been consulted on this matter.

8 **BACKGROUND PAPERS**

- 8.1 None.

E Zwirlein
Director of Housing

8 May 2006

J C Petrie
Assistant Chief Executive (Management)

8 May 2006

CURRENT SCP

SCP	£
12	14,220
11	13,896
10	13,554
9	12,927
8*	12,501)
7*	12,135)
6*	11,769)
5*	11,409)
4*	11,031)
3*	10,671)

PROPOSED SCP

SCP	£
15	15,063
14	14,730
13	14,466
11	13,896
10	13,554

* SCP10, the first point of GS2, will be the minimum assimilation point for existing Wardens.