

Fareham Housing

APPENDIX A

- National context – restructure recognises importance
- Brings together all aspects of housing
- Provide affordable and sustainable housing solutions
- Focus on those most in need – waiting list
- Work to vanguard principles – within a budget
- New roles key – Affordable Housing Strategic Lead, Policy Officer
- HOS in building repairs – aim to grow the business in time
- Investment in the department – more FTE and higher costs

FAREHAM
BOROUGH COUNCIL

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Restructure Consultation Proposals

Posts to be deleted

- Tenancy Services Manager
- Systems and Support Manager
- Surveyor/ Inspector (2 to 1 Full Time Equivalent (FTE) post)
- Senior Housing Management Officer
- Vacant Multi-trade post (8 to 7 FTE posts)
- Vacant Housing Rents Officer
- Vacant Groundworker post

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Restructure Consultation Proposals

New posts

- Head of Building Repairs and Maintenance
- Neighbourhood Manager (ring-fenced to 'at risk employees')
- Policy Officer (ring fenced to 'at risk employee')
- Affordable Housing Strategic Lead
- Labourer

Additional FTE

- Repairs Admin Officer (1fte)
- Neighbourhood Officer (1fte)

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Restructure Consultation Proposals

- Investigations and Overpayments to sit in Neighbourhood team
- Benefits Team Leader to take back full supervisory responsibility of Assessors and Support Officers
- Benefits Systems Support to report to ICT
- Admin Assistant 0.5 FTE to Revenues and 0.5 FTE to move to Housing Business Support team
- Planned Maintenance Manager to return to post from Vanguard secondment
- Duty changes will be highlighted by Heads of Service

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Restructure Consultation Process

- Start of 30 day consultation
- Welcome ideas and comments on proposals
- A new structure to be implemented on 1 April 2018
- Recruitment and Selection for new posts including any ring fenced posts for those at risk