

ANGUS COUNCIL

**Housing Committee – 18 August 2005
Resources and Central Services Committee – 1 September 2005**

SHELTERED HOUSING RESIDENT WARDENS – FINANCIAL COMPENSATION

REPORT by DIRECTOR OF HOUSING

ABSTRACT

This report requests homologation of the decision to pay compensation for a time limited period for financial disadvantage experienced by Tenancy Support Officers moving out of tied accommodation.

1. RECOMMENDATION

It is recommended that Members:
homologate the decision taken by the Director of Housing in consultation with the Acting Director of Finance, the Convener of the Housing Committee and the Convener of Resources and Central Services Committee to compensate Tenancy Support Officers previously occupying tied accommodation for the betterment of their duties for a period of three years.

2. BACKGROUND

Members approved the remodelled sheltered housing warden service in August 2004 (Report No 1168/04 refers). From 1 April 2005 all wardens were matched into Tenancy Support Officer posts and full time wardens were no longer required to occupy tied accommodation.

In terms of the report the Council agreed to fund removal costs, a Disturbance Allowance of up to £500 and Home Loss payments of £1,500 per resident warden on moving out of tied accommodation. The final report did not however make clear that in terms of normal Council policy some recompense would arise from wardens losing the rent-paid benefit of their terms and conditions.

3. ADDITIONAL FINANCIAL DISADVANTAGE

Additional rent costs have resulted in 15 Tenancy Support Officers who previously occupied tied accommodation, being financially worse off despite having been matched into higher graded posts. The deficit varies between £25 and £1,899 per warden per annum, with the amounts, in the interest of equality and fairness, being related to the average rent for the property type that would normally be allocated to each household under the Council's Allocation Policy.

The additional payment will be made to meet the shortfall for a period of up to three years. If a Tenancy Support Officer in receipt of the compensation leaves the service or applies for and is appointed to another post, the payments will cease.

4. FINANCIAL IMPLICATIONS

The time limited package will be backdated to 1 April 2005 and will be paid up to 31 March 2008.

A total amount of approximately £35,186 will be paid over the three-year period:

2005-06:	£19,013
2006-07:	£11,199
2007-08:	£ 4,974

The amount due can be accommodated in the Housing Support service costs and contract payments.

5. PROPERTY IMPLICATIONS

There are no property implications arising from this report.

6. HUMAN RIGHTS IMPLICATIONS

It is considered that in following the recommendation contained in this report, the Council would not be acting in any way which is incompatible with human rights.

7. CONSULTATION

In preparing this report there has been consultation with the Chief Executive, Personnel Services Manager, Acting Director of Finance and Director of Law & Administration.

8. CONCLUSION

The compensation package will ensure that the changes to terms and conditions should not financially disadvantage Tenancy Support Officers who as warden staff, previously occupied tied accommodation.

Ron Ashton
Director of Housing

Note: - The following background papers, as defined by Section 50d of the Local Government (Scotland) Act (other than any containing confidential or exempt information) were relied on to a material extent in preparing this report:

- Housing Committee Report No: 876/02
- Housing Committee Report No: 49/04
- Housing Committee report No: 1168/04