

Principles for the restructuring of Housing Leeds

- The following principles will be adopted across the 3 services making up Housing Leeds: Strategic Housing, Housing Management and Property and Contracts
- The restructure will be undertaken in accordance of the LCC Recruitment and Selection and the Managing Workforce Change policy.
- Where slotting can be justified, this will be done in accordance with the LCC policy.
- It is expected that slotting and ring-fence proposals will in the main open to groups of staff in scope for the 3 services: Strategic Housing, Housing Management, Property and Contracts.
- The Housing Leeds restructures will be run concurrently for the Service Managers at third tier after which time this will be reviewed.
- A principle of 1 up 1 down will be used but with an understanding that this may be amended depending upon circumstances providing there is justification to do so.
- Where staff preference more than one post, consideration will be given to minimise the number of selection processes the individual will need to go through.
- Where staff are acting up into a temporary position they will only be included in ring-fencing if they have been in post for over 12 months and secured the role through a competitive process.
- Agency staff and temporary staff (Fixed term contracts) will not be considered at the ring-fencing stage. Any posts remaining will be subject to the usual internal recruitment process including the Talent Pool.
- Where staff are currently employed on an apprenticeship they will be out of scope **and** the apprenticeship be completed.
- Operatives that are employed on craft T&Cs in the former East area's Construction Services team will be out of scope for this review.
- For clarity: Phase 1 – slotting exercise, Phase 2 – Ring-fencing, Phase 3 – Talent Pool/Housing Leeds Displaced staff, Phase 4 – Temporary Staff, Agency Staff, Internal staff within LCC.
- Support services staff within ABCL will be out of scope for this review. (HR, Finance, Health and Safety, Marketing and Communications, Performance and ICT)

Agreed at the Housing Leeds Steering Group meeting on 17 January 2014.