PAPER No. 17-67

### WANDSWORTH BOROUGH COUNCIL

#### HOUSING AND REGENERATION OVERVIEW AND SCRUTINY COMMITTEE – 20TH FEBRUARY 2017

#### FINANCE AND CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE – 22ND FEBRUARY 2017

## EXECUTIVE – 27TH FEBRUARY 2017

Report by the Director of Housing and Regeneration (on behalf of all the officers concerned) regarding a number of resource, governance and practical issues relating to the delivery of the regeneration of the Winstanley/York Road Estate, SW11 (Latchmere) and Alton Estate, SW15 (Roehampton and Putney Heath)

## <u>SUMMARY</u>

This report sets out a number of matters required for further consideration and decision in order to progress the regeneration schemes for Alton and Winstanley/York Road Estates, subject to approval of the Preferred Bidder proposals in Papers Nos. 17-66 and 17-66A earlier on the agenda for the meetings of the Overview and Scrutiny Committees and the Executive.

In particular, this report considers governance, staffing and funding proposals required for delivery of the regeneration function, makes recommendations required in order to facilitate the re-housing of tenants and the buy-back of owners' interests and proposes further amendments to develop and improve the Residents' Offer.

The Director of Finance comments that the current approved Housing Revenue Account (HRA) budget for the regeneration project teams totals £1 million in both 2017/18 and 2018/19 as approved in Paper No. 17-9. The proposed staffing changes and the required increase in Home Loss compensation payments in 2017/18 require positive HRA capital budget variations of £660,000 in 2017/18 and £160,000 in 2018/19 which are now recommended for approval.

In addition, a further HRA capital budget variation of £3 million in 2017/18 is now recommended for approval for additional consultancy advice and specialist support on these regeneration schemes and any future proposed development schemes. These costs form part of the overall cost of the regeneration schemes for which financial provision has been made within the HRA business plan. It is anticipated that an element of the costs will be reimbursed by the Joint Venture although the timing of this will be dependent on a number of external factors. The cost of the newly created post in the Strategy and Development Division will be directly involved in the identification of potential sites for development of affordable housing and as such can be met from Section 106 funds held for the provision of affordable housing at no additional cost to the General Fund.

## GLOSSARY

FTE	-	Full Time Equivalent
HLC	-	Homeloss Compensation
OSC	-	Overview and Scrutiny Committee
SSA	-	Shared Staffing Arrangement
W/YR	-	Winstanley/York Road

#### RECOMMENDATIONS

- 1. The Housing and Regeneration Overview and Scrutiny Committee (OSC) and the Finance and Corporate Resources OSC are recommended to support the recommendations to the Executive in paragraph 2 below. If they approve, any views, comments or additional recommendations on this report these will be submitted to the Executive or the appropriate regulatory or other committee for consideration.
- 2. The Executive is recommended to:
  - (a) agree the proposed updates to the Residents' Offer as set out in paragraphs 21-42, and delegate the final wording of the revised Residents' Offer to the Director of Housing and Regeneration;
  - (b) agree the capping of elements of service charges (where applicable) for resident owners who are re-housed within the regenerated estates, at their existing levels subject to annual adjustment in line with the Retail Price Index, as explained in paragraphs 30-34; and to delegate the approval of final terms of the service charge cap and basis of annual increase to the Director of Housing and Regeneration;
  - (c) agree to extend the existing programme of buy-backs of properties outside of the regeneration areas to purchase properties where required to enable bespoke re-housing solutions for larger or more vulnerable households, as explained in paragraph 40, and that these properties are to be specifically allocated to assist with the decant of both schemes;
  - (d) agree the priority criteria for registered tenants under the Early Moves scheme, and those with particular circumstances, as explained in paragraphs 35-42, so as to meet the key policy objective of the Council to regenerate identified housing estates in the Borough by ensuring that there is sufficient flexibility to facilitate the timely decant of residents from their homes as required, should a secure tenant identify

that they do not wish to move into a new home within the regeneration schemes;

- (e) delegate to the Director of Housing and Regeneration (who will authorise the Assistant Director (Housing Services) to exercise this delegation on his behalf) the flexibility to vary the final designation of newly acquired properties, as purchased under the proposals that have previously been approved in Papers Nos. 14-317, 14-318 and 16-278, for use as temporary accommodation and as auction replacement, where this may assist with meeting regeneration objectives and the requirement to meet commitments to land assembly relating to both schemes;
- (f) agree the appointment of the Regeneration Advisor, the Head of Valuation and Asset Management Service and the Alton Regeneration Project Manager as the initial members of the Alton Steering Group pursuant to the Regeneration Agreement, and authorise these officers to perform their duties as members of the Steering Group in order to implement the provisions of the Regeneration Agreement, but subject always to the limits on delegations to officers contained in the Council's Constitution, including nominating "deputies" to attend Steering Groups meetings when unable to attend;
- (g) agree the appointment of the Regeneration Advisor, the Assistant Director of Property Services and the Project Manager (York Road/Winstanley) as the Council's initial representatives on the JV Board pursuant to the Members' Agreement, and authorise these officers to perform their duties accordingly in order to implement the provisions of the Members' Agreement but subject always to the provisions of the delegations schedule attached to the Members' Agreement and to the limits on delegations to officers contained in the Council's Constitution including nominating alternative representatives if the main representative is absent (in accordance with the provisions of the Members Agreement);
- (h) approve further funding to secure legal, cost consultancy, finance/tax, design and commercial property and planning advice and studies to support the ongoing development of the Winstanley/York Road and Alton regeneration projects, and other large scale property/asset development initiatives in the Borough as explained in paragraphs 19-20; and where further procurement of advisors is required, to delegate approval of the briefs for these commissions to the Director of Housing and Regeneration; and
- (i) approve positive Housing Revenue Account capital budget variations of of £3 million in 2017/18 for specialist consultancy, £500,000 in 2017/18 in respect of Home Loss Allowances, and £160,000 in 2017/18 and

2018/19 for the expansion of the Regeneration Team and other associated running costs.

# FURTHER CONSIDERATIONS REQUIRED IN ORDER TO DELIVER THE REGENERATION

 This report deals with some of the further matters which require consideration in order to assist and secure the delivery of the regeneration schemes at Winstanley/York Road (W/YR) and Alton Estates following the selection of preferred bidders for both schemes. (Papers Nos. 17–6, 17-6A, 17–66, 17-66A).

# FUTURE MANAGEMENT AND STAFFING ARRANGEMENT OF THE REGENERATION SCHEMES

- 4. The selection of preferred development partners for both Winstanley/York Road and the Alton schemes means that both projects will now move to the next stage of implementation and will require a change in work priorities going forward. Under both schemes the Council has retained the responsibility to manage the process of moving residents and buying back property and land interests required to ensure that vacant possession can be obtained. Council, rather than development partner, control of this issue is considered the best solution as it will provide greater reassurance for residents and will enable the Council to ensure that its commitments to residents are met. However, this will require the creation of a team of officers that can provide an efficient and effective service. Further staff changes are also proposed to other teams in the Property and Housing Development Sections to support the regeneration functions. In summary, the combined impact of these changes is the deletion of 9 existing posts and the creation of 14 FTE posts and one casual post. Full details of post deletions and creations are listed in <u>Appendix 1</u>.
- 5. Following the creation of the Richmond and Wandsworth Shared Staffing Arrangement, with effect from 1<sup>st</sup> October 2016, responsibility for both regeneration schemes now sits in the Housing and Regeneration Department. It is proposed that the two regeneration teams should effectively be merged to create a more flexible structure, which is described in the paragraphs below.
- 6. After a careful review of the options, it is proposed that the management of the combined Regeneration Team should sit under the Assistant Director Property Services within the Housing and Regeneration Department. The existing Project Manager posts for each project are unchanged. Appointments to posts within the new team will be made in accordance with the Code of Practice on Managing Reorganisations in the Shared Staffing Arrangement. In addition it is proposed one fixed term post is created with the Housing Strategy Division and two fixed term posts with the Property Services Division.
- 7. The proposed regeneration team structure is shown at <u>Appendix 2</u>, with the current structures are shown at <u>Appendices 3 and 4</u>. A new post of Regeneration Team Manager is proposed to manage the project team below.

The joint project team will consist of two Project Assistant posts and seven Project Officer posts. The Project Officers would work across both teams, as directed by the Regeneration Team Manager, and as agreed with the Project Managers. This gives scope for resources to be prioritised to particular areas when the need is identified, for example, to complete the re-accommodation of residents in a particular phase or when a large engagement event is planned.

- 8. The Project Officers would provide decant and engagement services across both schemes as their core work and would each be allocated individual specialisms to develop alongside, (e.g. meanwhile projects, employment services, health services, arts and culture, etc.).
- 9. The new Regeneration Team would consist of 12 posts. This compares with a current establishment of ten posts, across the two existing teams. This small increase in staff numbers is considered reasonable and proportionate given the change in focus of the projects from procurement of a partner to more hands on delivery.
- 10. Due to the expansion of the Council's self-build housing programme, (a significant part of which is the delivery of "satellite" sites in support of the regeneration projects), a further post of Principal Council Development Officer, is proposed. This post would be under the management of the Assistant Director of Housing and Regeneration (Strategy and Development) and would enhance the capacity of the Council's Housing Development Team. The post, under the direction of the Council's Housing Development Manager, would largely focus on identifying and commissioning feasibilities for development and improvement and related activities, (e.g. initial consultation as to council development options) where the Council has significant land interests across the Borough. The additional member of staff would enhance the role already being undertaken by the Development Team of leading on Council-build residential development and this is an additional post, the cost of which would be met through Section 106 funds held for the provision of affordable housing where leading on specific projects which will be identified. This post is also recognised in the structure outlined in Appendix 5. In addition, the post of Development Project Officer in the Housing Development Team would be deleted and a new post of Development Support Officer created.
- 11. The Director of Finance has been leading on the management of both schemes and has been closely involved in the selection of the preferred bidders. His retirement on 31st March 2017 involves a loss of expertise and capacity at a vital stage, i.e. the closure of financial and legal terms and the successful creation of the partnerships needed to put both schemes on a firm footing as the delivery phase is commenced.
- 12. It is therefore proposed that the current Director of Finance is retained as a specialist advisor on a casual basis on terms and conditions to be agreed by

the Chief Executive, as this will retain the expertise acquired from the start of the process, provide essential continuity, and considerably de-risk the next phases of both schemes. Reporting to the Director of Housing and Regeneration, this role would support the discussions to conclude the legal agreements, provide senior level advice and representation on the delivery boards for both schemes.

- 13. Both the Assistant Director (Property Services) and the Head of Valuation and Asset Management will need to spend considerable amounts of time in their roles as Board Members (see below), and in concluding the commercial terms. In the case of the Assistant Director (Property Services), there will also be a large amount of time spent in the wider management of both schemes. This diminishes, at least in the short term, the management capacity in the Property Services Division at a time when both Wandsworth and Richmond Councils have a number of significant areas where management capacity will be required with regard to areas such as facilities management and office accommodation.
- 14. Therefore, it is proposed that two 2-year fixed term posts are created. The first post, Head of Construction and Facilities Management, would undertake elements of the Assistant Director (Property Services) management responsibility in relation to Construction, Design and Facilities Management and thus enable the required time to be spent on the regeneration schemes. In addition it is suggested that a two-year fixed term Strategic Manager post is created within the Valuation and Asset Management Team to ensure that existing workload is also "back filled". The proposed interim structure is shown at Appendix 6.
- 15. The cost of the new joint Regeneration Team, including other fixed-term posts and running costs, is estimated at £1.16 million per annum. It should also be noted that a substantial proportion of the costs for the decant, engagement and re-housing service to be undertaken by the Council at Winstanley/York Road, will be re-charged to the Joint Venture. The exact amount will be agreed at the preferred bidder stage and these payments will off-set some of the costs outlined above.

## SCHEME GOVERNANCE ARRANGEMENTS

- 16. For Winstanley and York Road, a Joint Venture (JV) Board will be created. This will be a formal committee owned jointly by the Council and its private sector partner. It will be answerable to the JV partnership itself, rather than to the Council, its members must act in the interests of the JV partnership. It is proposed that the representatives of the Council on the JV Board be as follows:
  - (a) Regeneration Advisor;
  - (b) Assistant Director of Housing and Regeneration (Property Services); and
  - (c) Project Manager, Winstanley and York Road.

- 17. For Alton, a Steering Group will be created. This Group is not a separate entity but has a formal status and its role is enshrined in the Regeneration Agreement between the Council and the development partner. It is proposed that the representatives of the Council on this Group be as follows:
  - (a) Regeneration Advisor;
  - (b) Head of Valuation and Asset Management Services; and
  - (c) Project Manager, Alton.
- 18. The delegation schedule within the Members' Agreement for the Winstanley and York Road Joint Venture, sets out the differing levels at which different types of decision will be required to be taken in order to effectively deliver the W/YR scheme. This includes decisions where the Council itself must make decisions, and where decisions can be taken at JV Board level. The Council will need to delegate to the officers on the JV Board and also to the Alton Steering Group the ability to act in line with the Members Agreement and Regeneration Agreement respectively. However, for those functions where the decision rests with the Council, rather than the JV or the Alton Steering Group, existing mechanisms are felt to be adequate to ensure that timely decisions can be made. However, this will need to be kept under review.

## SPECIALIST CONSULTANCY ADVICE

- 19. In February 2014, the Executive agreed (Paper No. 14-158) £4 million funding for specialist consultancy advice to support the delivery of both Winstanley/York Road and Alton regeneration schemes and other strategic property and development projects taken forward by the Council over the next three years. The two regeneration projects will require continuing consultancy support particularly initially as preferred bidder discussions are concluded on both projects. After that point it is estimated that the requirement for direct consultancy support for these two projects would reduce considerably although there may be occasions where some additional support is required.
- 20. Other new housing property schemes being brought forward by the Assistant Director of Housing Strategy and Development will also require advice at key stages going forward, but it is not possible to directly estimate the scale of this at this stage. Consequently it is proposed that an additional £3 million in 2017/18 is approved to provide ongoing support both in the regeneration areas and with other property development proposals.

#### DEVELOPING THE RESIDENTS' OFFER – OWNER REHOUSING ISSUES

21. As regeneration plans on the Alton and Winstanley and York Road estates progress, the Council is continuing to develop the details of its offer to local residents and owners on the estates, to ensure that they are treated fairly throughout the regeneration process and to assist those who live on the estates to benefit from the long term improvement proposals. The current offer for owners was last updated following the issues raised in Paper No. 15-

427 in November 2015. The current position is set out for residents and other owners in the following documents: for Winstanley and York in the 'Leaseholders and Freeholders rehousing information booklet' (October 2014), Winstanley and York Road Secure Tenants rehousing information booklet' (October 2014) and in the 'Winstanley and York Road Update booklet' (January 2016), and for Alton in the 'Leaseholder and Freeholder rehousing information booklet (June 2016).

- 22. The Council has continued to discuss the detailed options for re-housing or buying back and compensating owners, both at Winstanley and York Road and at the Alton Estates. Following these discussions and the further development of scheme proposals in both areas, this part of the report addresses the issues that have arisen. Consideration has also been given to the impact of the CPO Inquiry in the London Borough of Southwark (commonly known as the Aylesbury decision) on which a decision was issued in October 2016.
- 23. If the following elements are agreed, then a new consolidated Residents' Offer will be issued to residents.

#### Home loss compensation

- 24. As explained in previous reports, the Council has developed a shared equity offer to help enable resident homeowners to afford to purchase a new home in the scheme. Whilst this assists with the capital cost of buying a new home, it does not currently address ongoing running costs of living in a new home such as service charges. This is a concern which has been highlighted to the Council, particularly by older owners who have a fixed income. Whilst it is not envisaged that the running costs of new properties will be higher, the Council recognises that even marginal increases in cost can have a real impact. It is not possible at this stage to confirm the detail of future service charges and it is accepted that the uncertainty this creates is a genuine concern for residents.
- 25. To address this, the Council is agreeing to adjust the position regarding the Home loss Compensation (HLC). The HLC is a compensation payment made to resident owners of 10% of the market value of their home (up to a maximum of £58,000). Previously the Council has stated that if a resident is taking up the offer of a shared equity home, in order to buy a property in the area, then the HLC should be included as part of the resident's equity investment in the home. By allowing the resident the choice to invest the HLC in the new home, or to take the HLC separately, we give the owner an opportunity to have some cash available to cover future costs. It is considered that particularly for owners on fixed incomes, this will give a substantial degree of comfort. The result for the resident is that their equity share is reduced and the Council's share is increased.

#### Inheritance

26. The Council has previously agreed that the shared equity offer can be inherited by a dependent relative (a relative living at the property who depends upon the owner for their housing), and that owners should apply to the Council in advance to confirm this position and the identity of the dependent relative. It is considered that this restriction adds to the burden of owners, particularly older owners, and involves an unnecessarily high degree of intrusion into people's private affairs and creates additional uncertainty. Consequently, it is proposed that the offer be adjusted to allow for one inheritance of the shared equity offer to any relative without the need for proof of dependency.

## Mortgages

- 27. The Council is aware that for the shared equity offer to work, it will need to be acceptable to mortgage providers, so that owners with existing mortgages can acquire a shared equity property. Initial discussions have been had with mortgage brokers, which suggest that in the current mortgage market, mainstream lenders are aware of these types of products and are prepared to lend on them. Clearly this will be dependent on the individual circumstances of the residents, and it is recognised that the conditions in the mortgage market can change over time. However, this does give some comfort that currently this is a realistic offer for residents, although the conditions in the mortgage market will need to be monitored.
- 28. In order to reassure residents and help them to understand the market, it is proposed that a meeting be held between a leaseholders group in each area and an independent mortgage advisor and, following this, that information be issued to owners signposting access to independent advice
- 29. Officers are aware that the individual circumstances of some owners will mean that access to mortgages and to the equity share offer will be restricted. It is hoped that given the information above, these will be exceptions. The Council remains committed to finding bespoke solutions for such residents and continues to encourage concerned owners to contact the Officers, so that options can be explored.

## **DEVELOPING THE OFFER TO RESIDENTS – SERVICE CHARGES**

30. A concern which has been raised by residents is that service charges may rise and that the increased cost may price existing rehoused residents out of the regenerated areas. The Council is aware of this issue and is working to provide an affordable solution for existing residents. The issue was discussed in the previous report (Paper No. 15-427), where it was agreed that existing residents rehoused within the scheme would be in blocks owned and managed by the Council, thereby giving a degree of reassurance that the approach to the setting of service charges for rehoused residents would remain the same in the new development.

- 31. Through the procurement processes, the Council has emphasised to bidders the importance of controlling future service charges and ensuring that proposals do not, by their design, unsustainably increase costs. There is confidence following this work that future service charges will not be substantially higher than existing levels. Heating and running costs should be cheaper in new, better insulated and more efficient buildings. Furthermore the costs of repairs and maintenance will be expected to reduce substantially in the medium term, and will be lower than those for the existing ageing blocks and public realm.
- 32. Inevitably, given the early stage of scheme design and development it is not possible for either the Council, or the developer partner to guarantee a service charge level at the present time. Service charges must reflect the actual cost of supplying a service. If the Council, or its partner, in effect charges higher costs to private owners in order to subsidise the cost of affordable service charges then there is a risk that this will be successfully challenged in the courts by a private owner. Consequently, cross-subsidy of service charges from private leaseholders is not an option.
- 33. The Council is also prohibited by legislation from applying a blanket cap on all service charges, for all re-housed residents. However, the Council is permitted to apply a cap in the particular case of rehoused estate owners' day to day running costs service charges. This would cover items such as block cleaning, gardening, cleaning streets (but not repairs and maintenance), both for the blocks themselves and the public realm of the new estate area. It is considered that applying this cap will assist existing resident owners and will provide further assurance for them around affordability.
- 34. Since it is intended that there will be individual metering for water, electricity and heating and that these costs will be lower in new buildings, these costs will be excluded from the cap. It is recommended that this cap is set at the existing level of service charge at the time of moving, plus an adjustment in line with the Retail Price Index. This should be seen as part of an ongoing process of developing a package of measures to address the service charges issue. In this regard, it should also be noted the measures proposed in paragraph 25, to allow rehoused owners to retain their Home Loss Compensation payment. Further information will be provided on the issue of service charges, as the design development of the schemes progresses, and further measures will be proposed to address the issues as more detailed information becomes available.

#### DEVELOPING THE OFFER TO RESIDENTS – TENANT RE-HOUSING AND DRAFT LETTINGS PLAN FOR WINSTANLEY/YORK ROAD AND ALTON

35. The Council has been working with secure tenants across both schemes who have registered a willingness to explore an early move outside of the regeneration area into other existing stock or, where if applicable outside of the borough. At this time these residents are being placed in Priority Band A, under the Council's interest queue, and offers are made in accordance to the Council's Housing Allocation Scheme.

- 36. A proposed phasing plan has been set out by the preferred bidder in their bid. The identity of the first block has to remain confidential for the moment but is identified in a further report elsewhere on this agenda (Paper No. 17-66A). The business plan for the final Joint Venture agreement (W/YR) and the Regeneration Agreement (Alton) will include a full phasing plan for the project and this will be accompanied by a full Local Lettings Plan.
- 37. However, in the interests of maintaining momentum within the schemes, a draft Local Lettings Plan is included here for information. This will enable discussions on the priority block/s and with those registered for an Early Move to progress in the meanwhile. It is proposed that priority is to be given to those council residents registered for an early move who live in the identified first phase of demolition, prior to a full phasing plan being published.
- 38. To ensure a timely, fair and consistent approach to rehousing affected tenants and leaseholders, the Local Lettings Plan will be published as a supplementary document to the Council's Housing Allocation Scheme and would apply to all secure council tenants who have resided in their property on either of these estates for twelve continuous months before being asked to or requesting to leave their home.
- 39. The local lettings plan for the Winstanley and York Road Regeneration and Alton schemes will ensure that there is sufficient flexibility to facilitate the efficient and timely decant of council residents from their homes as required, and effectively ring-fences the newly built homes for the purpose of rehousing those council residents in first instance, accounting for identified local need thereafter. The draft Local Lettings Plan is attached at <u>Appendix 7.</u>
- 40. In taking forward the first phase re-housing proposal, and in trying to meet the needs of residents who have registered an interest in an early move, it may be that bespoke solutions are a preferred and necessary option for certain households. This may be households where there are particularly elderly or more vulnerable residents, or larger over-crowded households where an earlier solution to housing issues may be beneficial for the household. For this purpose it is proposed that the existing programme of buy-backs of properties outside of the regeneration area be extended to give scope for developing these options through purchasing other properties. These options would only be undertaken with the agreement of the households involved.
- 41. It is also proposed that priority be given to re-housing tenants who have particular circumstances such as medical needs, or require a larger property into these bespoke properties, and other suitable properties within the existing housing stock. This would apply to all Council tenants across the identified demolition blocks, within the regeneration schemes. These cases would be considered on a case-by-case basis and would be given discretionary priority re-housing status on the recommendation of a senior officer in the Housing Services Division to the Assistant Director (Housing Services).

42. All tenants moved as part of the regeneration schemes are entitled to Home Loss Compensation, as detailed in the Council tenant re-housing booklet 2014, currently £5,800, as well as reasonable reinstatement costs. In order to meet the potential cost of early moves, it is proposed that a budget of £500,000 be made available. This can be met from existing budgets.

## LEGAL IMPLICATIONS

43. This report has been reviewed by the Council's external legal advisors, Pinsent Masons, and their comments are contained in the body of the report.

## COMMENTS OF THE DIRECTOR OF FINANCE.

- 44. The Director of Finance comments that the current approved Housing Revenue Account (HRA) budget for the regeneration project teams totals £1 million in both 2017/18 and 2018/19 as approved in Paper No. 17-9. The proposed staffing changes and the required increase in Home Loss compensation payments in 2017/18 require positive HRA capital budget variations of £660,000 in 2017/18 and £160,000 in 2018/19 which are now recommended for approval. In addition, a further HRA capital budget variation of £3 million in 2017/18 is now recommended for approval for additional consultancy advice and specialist support on these regeneration schemes and any future proposed development schemes. These costs form part of the overall cost of the regeneration schemes for which financial provision has been made within the HRA business plan. It is anticipated that an element of the costs will be reimbursed by the Joint Venture although the timing of this will be dependant on a number of external factors.
- 45. The cost of the newly created post in the Strategy and Development Division will be directly involved in the identification of potential sites for development of affordable housing and as such can be met from Section 106 funds held for the provision of affordable housing at no additional cost to the General Fund.

#### COMMENTS OF THE ASSISTANT DIRECTOR OF RESOURCES (CORPORATE SERVICES) CONCERNING THE STAFFING ASPECTS

- 46. The Assistant Director of Resources (Corporate Services) comments that the appropriate consultation has taken place with staff and Trade Unions in accordance with the Code of Practice on Managing Reorganisations in the Shared Staffing Arrangement. All newly created posts will be subject to job evaluation using the SSA's Job Evaluation Scheme. Recruitment to the new posts will be completed in accordance with the Code of Practice on Managing Reorganisations in the Shared Staffing Arrangement. All newly created posts will be subject to job evaluation using the SSA's Job Evaluation Scheme. Recruitment to the new posts will be completed in accordance with the Code of Practice on Managing Reorganisations in the Shared Staffing Arrangement. A full list of post deletions and creations is attached at <u>Appendix 1.</u>
- 47. Following this consultation with the Overview and Scrutiny Committees, the Director of Housing and Regeneration, in consultation with the Assistant Director of Resources (Corporate Services), plans to exercise his delegated powers (approved in Paper No. 16-200, July 2016) to implement the staffing proposals set out in this report.

#### CONCLUSION

48. The recommendations in this report are intended to maintain momentum in the delivery of the regeneration schemes at Winstanley York Road and Alton following the decision to choose preferred bidders for both schemes and to ensure that the Council is ready to meet its commitments to residents and to proposed development partners.

The Town Hall, Wandsworth, SW18 2PU. BRIAN REILLY Director of Housing and Regeneration

10th February 2017

#### Background Papers

No background papers were used in the preparation of this report.

All reports to the Overview and Scrutiny Committees, regulatory and other Committees, the Executive and the full Council can be viewed on the Council's website (<u>www.wandsworth.gov.uk/moderngov</u>) unless the report was published before May 2001, in which case the Assistant Head of Executive and Committee Services (Ms. Thayyiba Shaah on 020 8871 6039; email <u>tshaah@wandsworth.gov.uk</u>) can supply if required.