

Housing and Regulatory Services Review Update

COMPLETION OF PERSONAL PROFILES AND INTERVIEWS

UNISON has asked for clarification on which groups of staff are required to complete Personal Profiles and attend interviews. We have also asked for a clear explanation of how the Redundancy Scoring process will be done.

HOUSING OFFICERS

The proposed Job Description is broad and lacks detail and merging three distinct roles is a problem particularly because technical knowledge is needed for Tenancy Management. An organised and concentrated training programme is needed. How will staff be able to complete Personal Profiles if they don't have the skills for their new roles?

The present Housing Officers are already being 'moved over' to their proposed role now, before the end of the consultation period and this has been raised with management.

PRIVATE RENTED SERVICES

This Department undertakes vital work which protects vulnerable people, such as inspection of properties with fire safety officers, inspections of HMO properties and student accommodation. The removal of 12 Senior Private Rented Services Officers leaves this Department unable to function. Additional legislation has increased the responsibility for landlords and local

authorities to either enforce new legislation or to ensure the information is getting out to private landlords. The numbers of private landlords has almost doubled over the past 8 years and continues to increase and to generate income for the Council.

LICENSING ASSISTANTS

Staff in these posts need to be told what is happening to their officers.

ENVIRONMENTAL HEALTH OFFICERS

This Team drafted up reasonable proposals for management to consider and these have been rejected. Presently this Team is functioning in a flexible and resilient way which is something these Organisational Reviews seek to achieve. There has been lack of meaningful consultation with this team.

HOUSING ASSET MANAGEMENT

This group of staff are facing removal from the Scheme of Flexible Working Hours and UNISON is challenging this proposal. This is a Council-wide Policy and a local collective agreement between the Council and the Trade Unions and every effort must be made by both parties to ensure that this collective agreement is maintained.

RESIDENT CARETAKERS

We will clarify the position of these workers at the meeting on 22nd March 16.

CONSULTATION

Whilst we have arranged meetings in various locations around the City, the turnout at some meetings has been low and UNISON is concerned that we are not managing to meet all the members in this Review.

UNISON has asked for an extension of the consultation period for this Review beyond the planned deadline of 4th April 16.

Meetings for UNISON members:

Monday 21st March

Midlothian Room, Lothian Chambers @ 9.15am

Tuesday 22nd March

East Neighbourhood Office, Niddrie Mains Road @ 9.00am

Tuesday 5th April

East Neighbourhood Office, Niddrie Mains Road @ 9.00am

Management have agreed that staff can have the time to attend