

Report to: Housing Review Board



Date of Meeting 24 April 2025

Document classification: Part A Public Document

Exemption applied: None

Review date for release N/A

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## Housing Staffing Update – April 2025

### Report summary:

This report provides key staffing updates for the Housing Service, and provides an up-to-date structure chart for key roles and service management across the Housing Service.

### Is the proposed decision in accordance with:

Budget Yes ☒ No ☐

Policy Framework Yes ☒ No ☐

### Recommendation:

(1) That the Housing Review Board note the content of this report.

### Reason for recommendation:

This report is for noting only; no decisions required.

Officer: Andy King, Assistant Director for Housing (Regulatory Services)

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Portfolio(s) (check which apply):

- ☐ Climate Action and Emergency Response
- ☐ Coast, Country and Environment
- ☐ Council and Corporate Co-ordination
- ☐ Communications and Democracy
- ☐ Economy
- ☐ Finance and Assets
- ☐ Strategic Planning
- ☒ Sustainable Homes and Communities
- ☐ Culture, Leisure, Sport and Tourism

**Equalities impact** Low Impact

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**Climate change** Low Impact

**Risk:** Low Risk; N/A

**Links to background information** N/A

**Link to** [Council Plan](#)

**Priorities** (check which apply)

- ☐ A supported and engaged community
  - ☐ Carbon neutrality and ecological recovery
  - ☐ Resilient economy that supports local business
  - ☒ Financially secure and improving quality of services
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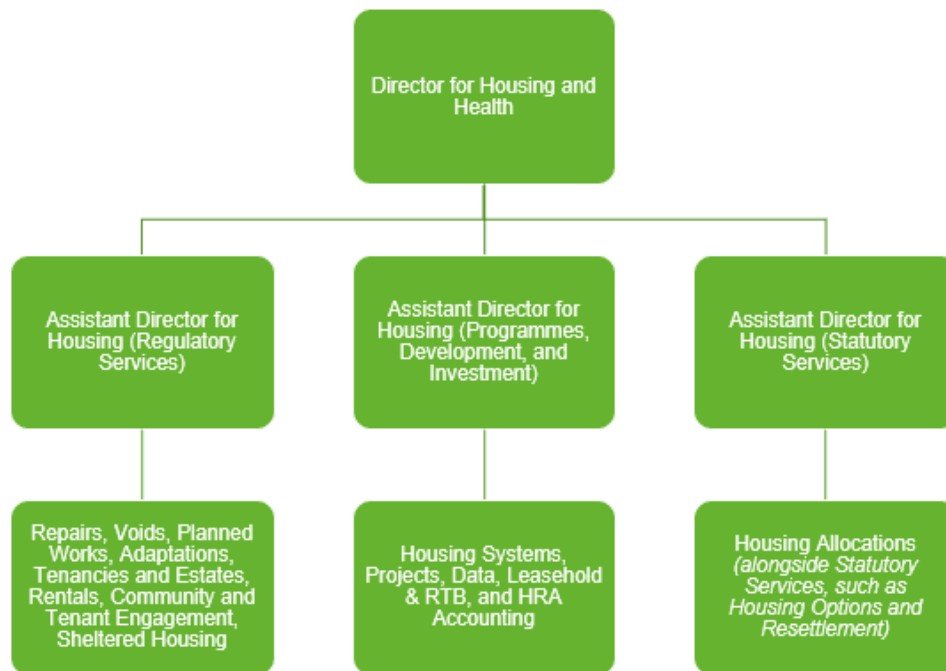
## **Report in full**

### **1. Recruitment Update**

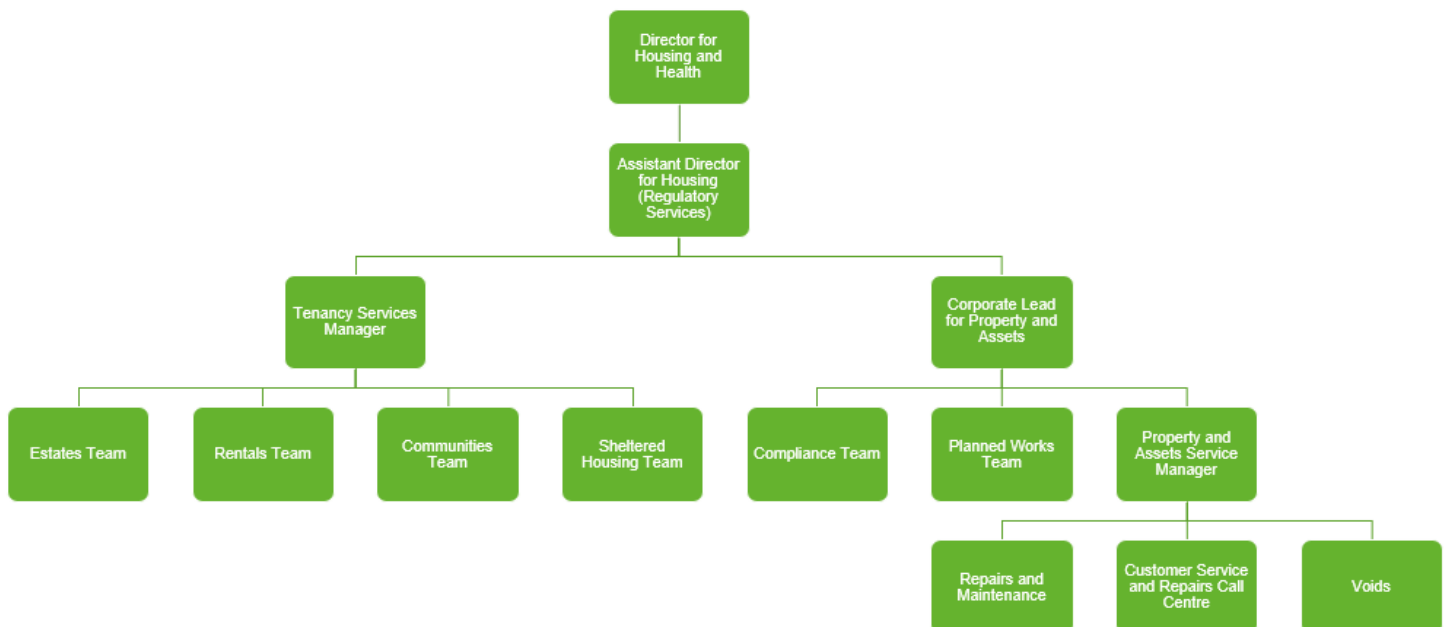
- 1.1. As noted in my previous update, we have recently undergone recruitment for the role of 'Corporate Lead for Housing Property and Assets'. This role will report into the Assistant Director for Housing (Regulatory Services), and will have responsibility for overseeing our property and asset functions, including:
  - Day-to-day Repairs
  - Planned Works and Adaptations
  - Voids
  - Compliance
- 1.2. I am very pleased to say that we have been successful in our recruitment to this role, and Nathan Muggeridge joins us on 22<sup>nd</sup> April. Nathan brings with him a wealth of experience in strategic asset management and planning, as well as local authority housing. We are very excited to welcome him to the team.
- 1.3. With this appointment made, we are now beginning the process of recruiting permanently to other posts within the property and assets teams, some of which are vacant, others that have been temporarily filled. We are pleased to be bringing further stability and permanence to the teams and the service area.

### **2. Housing Structure**

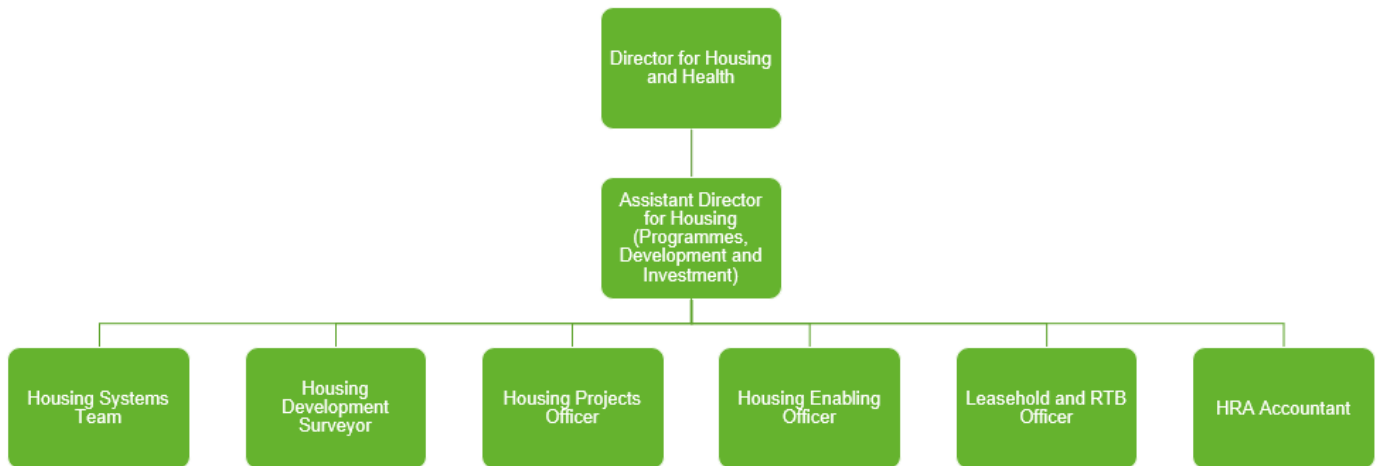
- 2.1. The function of the Housing Service covers everything that sits within the Housing Revenue Account. This can be identified as any function within the Council that is involved in the direct delivery of our Regulated Housing (Council Housing Stock).
- 2.2. All direct delivery functions for our Housing Service fall under the remit of Catrin Stark, our Director for Housing and Health (amongst other responsibilities).
- 2.3. The various teams and service areas then sit between three Assistant Directors; The Assistant Director for Housing (Regulatory Services) [Andy King], the Assistant Director for Housing (Statutory Services) [Emma Congerton], and the Assistant Director for Housing (Programmes, Development, and Investment) [Liam Reading].
- 2.4. This is demonstrated in the following Housing Senior Leadership Team Structure Chart:



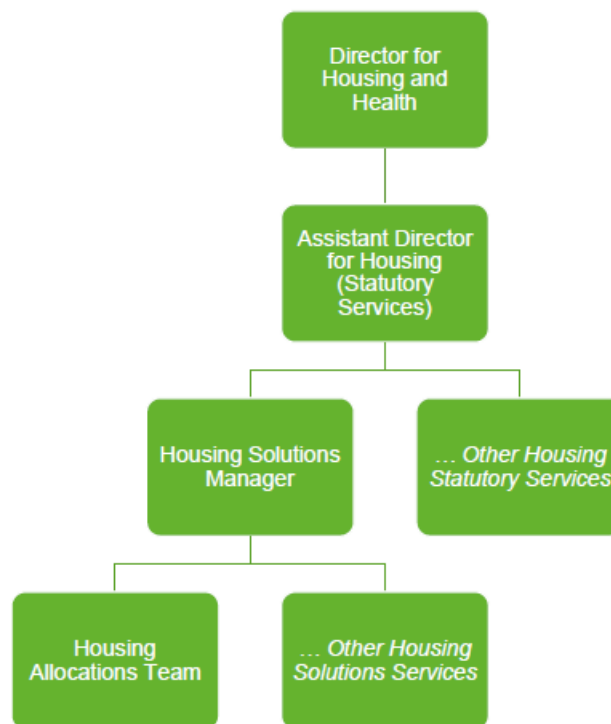
2.5. The majority of the day-to-day operational functions sit with the Assistant Director for Housing (Regulatory Services). Whilst the Property and Assets structure is evolving with the appointment of our new Corporate Lead for this area, this is currently how the structure for Andy King's area looks:



2.6. The following outlines the overarching structure for Liam Reading's team (the Assistant Director for Housing (Programmes, Development and Investment)):



2.7. Finally, the following outlines the HRA related functions under our Assistant Director for Housing (Statutory Services), Emma Congerton:



2.8. The following table provides the names of key managers within the Housing Service:

Role	Name
Director for Housing and Health	Catrin Stark
Assistant Director of Housing (Regulatory Services)	Andrew King
Assistant Director of Housing (Programmes, Development and Investment)	Liam Reading
Assistant Director of Housing (Statutory Services)	Emma Congerton
Corporate Lead for Housing Property and Assets	Nathan Muggeridge

### 3. Staff Turnover

3.1. At January's meeting, members of the HRB requested that we provided data on staff turnover within the Housing Revenue Account. Unfortunately, HR have confirmed that they are currently unable to manipulate our data in that way, but have confirmed that they provide reports on the overarching data for the whole Council.

3.2. However, I am able to tell you that we are currently holding around 12 vacancies across the HRA. Some of these roles are out for active recruitment, some are occupied by interim staff whilst work is undertaken to review the role or permanently recruit, and others are under consideration for removal from our structure to support with savings and efficiencies across the HRA.

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#### Financial implications:

The staffing updates and structures given in this report are within the approved budget

#### Legal implications:

There are no legal implications.