



**Brighton and Hove Community Housing CIC**

**REGULATIONS & POLICY**

**FOR**

**FINANCES**

**&**

**LABOUR EXCHANGE**

**HOURS**

<https://www.bhchousing.org.uk>

Community Interest Company Registration Number 09630201

## LABOUR EXCHANGE HOURS

### 1. Use

- 1.1 Goods, services and rent provided to persons by the Company, will be charged using Labour Exchange Hours (LEH) to calculate the Pounds Sterling due to the Company.

### 2. Calculation

- 2.1 For each individual, their earnings since the last review will be divided by the hours worked. Non-earnings income will be divided by 40 hours. The 2 hourly rates are combined and will be adjusted, if appropriate, to include any recent changes or known changes coming, in order to produce an individual's Pound Sterling value of 1 of their LEH.
- 2.2 Each person's LEH will be reviewed yearly, unless an additional review is needed to reflect an unknown and significant change. Additional reviews must be requested by the Tenant.
- 2.3 Social security, insurance receipts, grants, or court awards are not included as earnings or unearned income.
- 2.4 A person's Pounds Sterling equivalent of their LEH may not be below the applicable minimum wage.
- 2.5 The equation for LEH is as follows:

#### LABOUR EXCHANGE HOURS (LEH)

$$\text{Earnings} = \frac{\text{Total earnings}}{\text{Hours worked}} \quad (\text{A})$$

$$\text{Private income/gains} = \frac{\text{Non-earnings income}}{40 \text{ hours per week}} \quad (\text{B})$$

$$1 \text{ LEH} = \text{A} + \text{B}$$

## COSTS

### 3. Debt and Interest

- 3.1 The Company will not seek to borrow money on which interest is payable. Directors will need the approval of Members to borrow money upon which interest is payable.

### 4. Rent

4.1 The Company will not seek to occupy land or buildings in exchange for rent, except to address an urgent need. The Directors will need approval from Members before they sign a non-residential tenancy or lease.

## **5. Selection Criteria for Suppliers**

5.1 BHCH will choose the suppliers of energy, water, telephone and internet services to be provided to the Company's properties, based on the Articles of Association, and Company Regulations and Policy. These costs will be charged to the disbursements' accounts of Tenants.

5.2 The Company will prioritise the following criteria when selecting or re-evaluating suppliers:

- Based in Brighton and Hove
- Community or co-operative ownership
- Lower inequality between worker hourly earnings
- No restrictions on trade unions
- Ethical tax accounting
- Ecological
- Supports the Company's Purpose
- Does not help or support directly or indirectly, excuse, mislead, or misdirect, regarding:
  - War crimes
  - Crimes against humanity
  - Military occupations
  - Denial of equal rights
  - Damaging denial of history
  - Anti-ecological activities
  - Anti-worker activities
  - Negative discrimination
- Other matters in line with the above

## **RECEIPTS**

## **6. Donations and Interest-Free Loans**

6.1 Donations and interest-free loans will be accepted from any person and any organisation.

6.2 Unacceptable views or actions will not preclude their donation, as the funds will be a positive contribution to our Purpose.

- 6.3 Donors or lenders that have unacceptable views, or act unacceptably, will not have, if requested, their contribution confirmed in public. If the funding is made public, BHCH will denounce the funder, and publicly support the funding being put to a positive use rather than being returned for a potentially negative use.
- 6.4 Addressing the economic harm is far more important than returning vital funds to abhorrent persons and organisations.