



Civic Centre,
Arnot Hill Park,
Arnold,
Nottinghamshire,
NG5 6LU

Agenda

Joint Consultative and Safety Committee

Date: **Tuesday 16 May 2017**

Time: **5.30 pm**

Place: **Chappell Room**

For any further information please contact:

Lyndsey Parnell

Senior Democratic Services Officer

0115 901 3910

Joint Consultative and Safety Committee

Membership

Chair Councillor Alex Scroggie

Vice-Chair Councillor Emily Bailey Jay

Councillor Tammy Bisset

Councillor Paul Feeney

Councillor John Parr

Councillor Muriel Weisz

Councillor Paul Wilkinson

AGENDA

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- 1 Apologies for Absence and Substitutions.**
- 2 To approve, as a correct record, the minutes of the meeting held on 21 February 2017.** 7 - 10
- 3 Declaration of Interests.**
- 4 Sickness absence** 11 - 18
Report of the Chief Executive and Service Manager, Organisational Development.
- 5 Current staffing issues** 19 - 20
Report of the Chief Executive and the Service Manager, Organisational Development
- 6 Minor changes to the Establishment agreed outside the formal full JCSC process** 21 - 22
Report of the Chief Executive and the Service Manager, Organisational Development
- 7 Attendance policies and procedures- review** To Follow
Attendance policies and procedures- review
- 8 Any other item which the Chair considers urgent.**
- 9 Exclusion of Press and Public**
To move that under Section 100(A)(4) of the Local Government Act 1972 the public and press be excluded from the meeting during consideration of the ensuing report on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraphs 1 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972.
- 10 Organisational Development service review- consultation closure** 23 - 38
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- 11 Restructure of Environmental Services** 39 - 116
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MINUTES JOINT CONSULTATIVE AND SAFETY COMMITTEE

Tuesday 21 February 2017

Councillor Alex Scroggie (Chair)

Present: Councillor Tammy Bisset Councillor Muriel Weisz
 Councillor Paul Feeney Councillor Paul Wilkinson
Unison: Alan Green Gill Morley

Absent: Councillor Emily Bailey Jay and Councillor John Parr

Officers in Attendance: D Archer and L Parnell

73 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS.

Apologies for absence were received from Councillors Bailey Jay and Parr.

74 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 22 NOVEMBER 2016.

RESOLVED:

That the minutes of the above meeting, having been circulated, be approved as a correct record.

75 DECLARATION OF INTERESTS.

None.

76 SICKNESS ABSENCE

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, informing the Committee of the current levels of sickness absence in the organisation and to examine trends.

RESOLVED:

To note the information.

77 CURRENT STAFFING ISSUES

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, highlighting

issues of particular interest relating to the council's workforce including the Council's employee awards event and consideration of the future operation of the Council's sports and social club.

RESOLVED:

To note the report.

78 ENGLISH LANGUAGE REQUIREMENTS FOR PUBLIC SECTOR WORKERS

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, informing Members of the management response to the change in law under Part 7 of the Immigration Act 2016 that requires all customer-facing roles within public bodies to be undertaken by employees with a sufficient command of the English language.

RESOLVED:

To note the report.

79 FLEXIBLE HIRING AND WORKING PRACTICES

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, notifying Members of the general principle, approved by Senior Leadership Team, to adopt a more structured approach to the application of flexible employment practices, particularly at the point of job advertisement, and to invite comment prior to the implementation by the Chief Executive.

RESOLVED:

To note the report.

80 LONG SERVICE AWARDS

The Service Manager, Organisational Development, presented the report, which had been circulated prior to the meeting, seeking Committees' support of recommendations made by the Senior Leadership Team in respect to recognition of long service and to refer comments on these proposals to the Appointments and Conditions of Service Committee in order to inform decision on policy change.

Members raised the potential for long service pins to be provided to staff, to assist new employees in recognising experienced colleagues who they might approach for assistance.

RESOLVED:

To offer support for the proposals made by Senior Leadership Team for implementation from 1 April 2017 and to refer the proposal to Appointments and Conditions of Service Committee for implementation.

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ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

The meeting finished at 6.15 pm

Signed by Chair:
Date:

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Report to Joint Consultative and Safety Committee

Subject: Sickness Absence: summary of current trends

Date: 16 May 2017

Author: Chief Executive
Service Manager; Organisational Development

1. Purpose of the Report

This is an information item to inform the Committee of the current levels of sickness absence in the organisation and to examine trends. Relevant data is shown at Appendix 1; officers will present a verbal report on the context of this data.

As part of the introduction of this item, officers will also highlight to the Committee through verbal report, any matters of particular current interest in respect to absence management.

2. Summary of key data

Of particular interest to the committee may be:

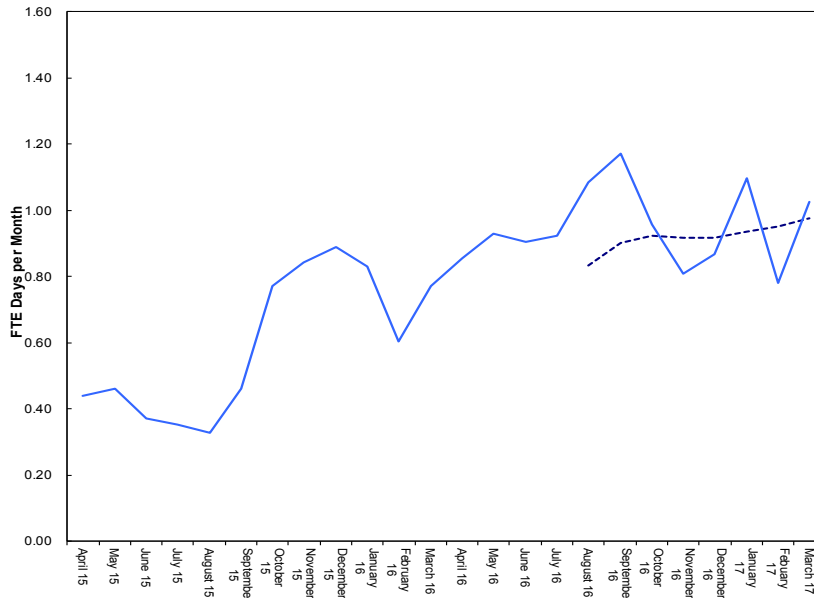
- Year-to-date absence over the year has continued to rise. Although there have been monthly dips in the rate of absence, due to the very good rates of attendance last year these have had no positive affect on the general rate of absence. In particular long term absence has been high for much of the year which has adversely affected the year end return. In March, long term absence accounted for around 43% of all days lost. The rate of absence over the last year is shown in Appendix 1.
- Although a number of services have begun to reduce absence levels, for example Revenues and Welfare Services, Customer Services and Development Services, this month most services have either similar or higher rates of absence when compared to last month's data.
- The issue of long-term absence has been previously highlighted to committee and in response to this SLT has begun to pay particular attention to such absences and have started to share ideas for helping to support employees to return from sickness absences at the earliest opportunity. As reported to the last committee, SLT has asked that proposals for policy change be put forward for consideration. Any proposals made would be the subject of normal consultation.

3. Recommendation

The Committee is asked to note this report.

Summary of trends graph; year to date at March 2017

Summary of Trends



FTE Days per FTE in Current Month

Month	Total Absence %	No of FTE Staff	12 Month Average (%)	FTE Days per FTE in Current Month	FTE Days per FTE 12 Month Average	FTE Days per FTE per Month Average
April 15	2.20	377.05	3.28	0.44	8.33	0.69
May 15	2.43	375.66	3.15	0.46	8.02	0.67
June 15	1.69	371.78	2.97	0.37	7.60	0.63
July 15	1.54	375.92	2.81	0.35	7.07	0.59
August 15	1.64	380.84	2.70	0.33	6.78	0.57
September 15	2.10	383.73	2.62	0.46	6.63	0.55
October 15	3.50	380.64	2.65	0.77	6.73	0.56
November 15	4.01	374.26	2.68	0.84	6.88	0.57
December 15	4.44	371.86	2.74	0.89	6.99	0.58
January 16	4.16	381.49	2.76	0.83	7.01	0.58
February 16	2.88	384.42	2.78	0.61	7.01	0.58
March 16	3.67	384.63	2.86	0.77	7.24	0.60
April 16	4.08	385.75	3.01	0.86	7.66	0.64
May 16	4.65	388.82	3.20	0.93	8.18	0.68
June 16	4.12	389.18	3.40	0.91	8.78	0.73
July 16	4.40	387.34	3.64	0.92	9.36	0.78
August 16	4.93	390.93	3.91	1.09	10.02	0.84
September 16	5.32	390.53	4.18	1.17	10.81	0.90
October 16	4.55	389.26	4.27	0.96	11.07	0.92
November 16	3.67	389.12	4.24	0.81	11.00	0.92
December 16	4.34	387.30	4.23	0.87	11.00	0.92
January 17	5.23	387.81	4.32	1.10	11.22	0.94
February 17	3.90	387.61	4.41	0.78	11.42	0.95
March 17	4.47	385.87	4.47	1.03	11.73	0.98

Year to date absence data, by service area with six month trend

Days Lost Per FTE Employee: Year to March 2017								Year to date trend						
Service	Section	Fte At Start	Fte At End	Average Fte	No Emps Sick FTE	FTE Days Lost	FTE Days Lost per FTE	% Absence	Days lost 1 month ago	Days lost 2 months ago	Days lost 3 months ago	Days lost 4 months ago	Days lost 5 months ago	Days lost 6 months ago
Chief Executive		4.59	4.99	4.79	2.58	10.87	2.27	0.89%	4.90	6.72	5.28	5.28	7.06	7.53
Service Total:		4.59	4.99	4.79	2.58	10.87	2.27	0.89%						
Deputy Chief Exec & Director of Finance	Audit	3.50	3.50	3.50	3.50	174.38	49.82	19.54%	40.54	9.11	9.25	8.42	6.89	6.35
	Financial Services	13.53	14.80	14.16	7.47	42.79	3.02	1.18%	1.69	1.93	1.60	1.39	2.17	1.76
	Health, Safety & Emergency Planning	1.00	1.00	1.00	0.00	0.00	0.00	0.00%	0.00					
	Parks and Street Care	50.34	48.81	49.57	37.95	1208.27	24.37	9.56%	22.06	19.91	18.42	17.04	15.13	13.07
	Property	9.66	9.58	9.62	3.07	8.03	0.83	0.33%	0.73					
	Revenues and Welfare Support	37.64	40.22	38.93	27.20	536.93	13.79	5.41%	15.79					
	Transport Services	8.00	8.00	8.00	5.00	52.00	6.50	2.55%	6.50	6.53	4.40	3.60	3.60	2.27
	Waste Operations	55.92	57.16	56.54	34.11	871.25	15.41	6.04%	13.88	13.77	13.10	12.83	13.37	13.39
Service Total:		179.58	184.07	181.83	118.30	2893.63	15.91	6.24%						
Director of Health & Community Wellbeing	Community Relations	13.27	13.54	13.41	7.03	118.97	8.87	3.48%	9.06	8.97	9.99	11.22	12.81	13.99
	Leisure Services	67.45	64.20	65.83	41.42	394.30	5.99	2.35%	5.70	5.36	4.99	5.34	5.71	6.06
	Public Protection	25.07	27.46	26.26	8.76	221.09	8.42	3.30%	7.15	6.81	7.25	7.21	7.67	7.00
		1.00	1.00	1.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	1.00	1.00
Service Total:		106.79	106.20	106.50	57.20	734.37	6.90	2.70%						
Director of OD & Democratic Services	Customer Services and Communications	44.97	45.04	45.00	25.66	606.02	13.47	5.28%	14.46	15.08	15.92	16.99	17.37	16.70
	Democratic Services	4.00	4.09	4.05	2.09	6.49	1.60	0.63%	1.54	1.54	3.85	8.46	8.97	8.71
	Legal Services	5.00	5.01	5.01	5.20	36.32	7.26	2.85%	9.56	9.56	8.60	11.13	11.45	11.93
	Organisational Development	6.72	6.55	6.64	0.81	20.27	3.05	1.20%	3.05	3.02	1.71	1.74	2.19	3.57
		2.00	2.00	2.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	0.00
Service Total:		62.69	62.70	62.70	33.76	669.10	10.67	4.19%						
Planning, Economic Growth & Regeneration	Development Services	17.59	16.59	17.09	8.30	184.22	10.78	4.23%	12.67	13.72	14.98	15.31	1.29	0.38
	Economic Growth and Regeneration	4.61	5.61	5.11	1.00	3.00	0.59	0.23%	0.59	0.97	1.15	1.53	15.94	15.64
	Planning Policy	5.24	5.43	5.34	0.41	1.00	0.19	0.07%	0.19	0.19	0.47	0.79	0.73	0.79
Service Total:		27.45	27.64	27.54	9.70	188.22	6.83	2.68%	7.92	9.06	9.46	9.79	9.68	9.89
Grand Total:		381.11	385.59	383.35	221.55	4496.19	11.73	4.60%	11.42	11.22	11.00	11.00	11.07	10.81

Current month's absence data, by service area with six month trend

Days lost per FTE employee: March 2017								Current month trend						
Service	Section	Fte At Start	Fte At End	Average Fte	No Emps Sick FTE	FTE Days Lost	FTE Days Lost per FTE	% Absence	Days lost 1 month ago	Days lost 2 months ago	Days lost 3 months ago	Days lost 4 months ago	Days lost 5 months ago	Days lost 6 months ago
Chief Executive		4.99	4.99	4.99	0.00	0.00	0.00	0.00%	0.19	1.38	0.20	0.00	0.00	0.00
Service Total:		4.99	4.99	4.99	0.00	0.00	0.00	0.00%						
Deputy Chief Exec & Director of Finance	Audit	3.50	3.50	3.50	2.00	31.00	8.86	38.51%	6.29	0.58	0.87	1.57	1.65	1.83
	Financial Services	14.80	14.80	14.80	1.91	18.98	1.28	5.58%	0.18	0.30	0.20	0.17	0.46	0.00
	Health, Safety & Emergency Planning	1.00	1.00	1.00	0.00	0.00	0.00	0.00%	0.00					
	Parks and Street Care	49.34	48.81	49.07	11.42	136.73	2.79	12.11%	2.37	2.58	2.35	2.25	2.32	2.04
	Property	9.58	9.58	9.58	0.27	0.81	0.08	0.37%	0.00					
	Revenues and Welfare Support	40.22	40.22	40.22	2.00	2.36	0.06	0.26%	0.56					
	Transport Services	8.00	8.00	8.00	0.00	0.00	0.00	0.00%	0.13	2.00	0.75	0.00	1.25	0.00
	Waste Operations	57.30	57.16	57.23	11.00	90.41	1.58	6.87%	0.86	1.10	0.82	0.65	1.34	1.76
	1.00	1.00	1.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	0.00	
Service Total:		184.73	184.07	184.40	28.59	280.29	1.52	6.61%						
Director of Health & Community Wellbeing	Community Relations	13.54	13.54	13.54	1.41	7.05	0.52	2.27%	0.19	0.00	0.29	0.06	0.14	0.96
	Leisure Services	64.80	64.20	64.50	7.52	38.70	0.60	2.61%	0.56	0.94	0.44	0.41	0.34	0.40
	Public Protection	25.46	27.46	26.46	3.76	54.35	2.05	8.93%	0.84	0.28	0.23	0.00	0.69	1.04
		1.00	1.00	1.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	0.00
Service Total:		104.80	106.20	105.50	12.69	100.10	0.95	4.13%						
Director of OD & Democratic Services	Customer Services and Communications	45.33	45.04	45.18	6.23	13.01	0.29	1.25%	0.35	1.04	0.95	1.17	1.56	2.18
	Democratic Services	4.09	4.09	4.09	0.00	0.00	0.00	0.00%	0.00	1.42	0.00	0.00	0.28	0.00
	Legal Services	6.01	5.01	5.51	0.61	1.01	0.18	0.80%	0.00	0.70	0.00	0.48	0.00	0.00
	Organisational Development	6.55	6.55	6.55	0.00	0.00	0.00	0.00%	0.00	1.51	0.00	0.00	0.00	0.00
		2.00	2.00	2.00	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.00	0.00
Service Total:		63.99	62.70	63.34	6.84	14.03	0.22	0.96%						
Planning, Economic Growth & Regeneration	Development Services	16.59	16.59	16.59	1.41	2.00	0.12	0.52%	0.47	0.31	0.00	0.12	0.97	0.00
	Economic Growth and Regeneration	5.61	5.61	5.61	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00	0.21	1.35
	Planning Policy	5.43	5.43	5.43	0.00	0.00	0.00	0.00%	0.00	0.20	0.00	0.00	0.00	0.47
Service Total:		27.64	27.64	27.64	1.41	2.00	0.07	0.31%						
Grand Total:		386.15	385.59	385.87	49.52	396.42	1.03	4.47%	0.78	1.10	0.87	0.81	0.96	1.17

Long term (20 days+ in month)/ short term sickness analysis for March 2017

Head of Service	Section	No Occurrences Long Term	Total No Occurrences Absent	Long Term FTE Days Lost	Total FTE Days Lost	Long Term as a % of Days Lost	Long Term as a % of Occurrences
Deputy Chief Exec & Director of Finance	Audit and Asset Management	1	2	22.50	30.33	74.19%	50.00%
	Financial Services	0	4	0.00	18.63	0.00%	0.00%
	Parks and Street Care	4	12	88.05	134.18	65.63%	33.33%
	Property	0	1	0.00	0.81	0.00%	0.00%
	Revenues and Welfare Support	0	2	0.00	2.34	0.00%	0.00%
	Waste Operations	1	11	22.50	88.78	25.35%	9.09%
Head of Service Total:		6	32	133.06	275.07	48.37%	18.75%
Director of Health & Community Wellbeing	Community Relations	0	2	0.00	3.46	0.00%	0.00%
	Leisure Services	0	13	0.00	36.84	0.00%	0.00%
	Public Protection	2	4	33.85	53.42	63.37%	50.00%
Head of Service Total:		2	19	33.85	93.73	36.12%	10.53%
Director of OD & Democratic Services	Customer Services and Communications	0	7	0.00	12.73	0.00%	0.00%
	Legal Services	0	1	0.00	0.99	0.00%	0.00%
Head of Service Total:		0	8	0.00	13.71	0.00%	0.00%
Planning, Economic Growth & Regeneration	Development Services	0	2	0.00	1.96	0.00%	0.00%
Head of Service Total:		0	2	0.00	1.96	0.00%	0.00%
Grand Total:		8	61	166.91	384.47	43.41%	13.11%

Long term (20 days+ in month)/ short term sickness analysis for December 2016

Head of Service	Section	No Occurrences Long Term	Total No Occurrences Absent	Long Term FTE Days Lost	Total FTE Days Lost	Long Term as a % of Days Lost	Long Term as a % of Occurrences
Chief Executive		0	1	0.00	0.98	0.00%	0.00%
Head of Service Total:		0	1	0.00	0.98	0.00%	0.00%
Deputy Chief Exec & Director of Finance	Audit and Asset Management	0	11	0.00	13.31	0.00%	0.00%
	Financial Services	0	2	0.00	2.94	0.00%	0.00%
	Parks and Street Care	3	13	64.57	126.32	51.12%	23.08%
	Revenues Services	2	8	43.05	57.73	74.57%	25.00%
	Transport Services	0	2	0.00	5.87	0.00%	0.00%
	Waste Operations	1	5	21.52	51.94	41.44%	20.00%
Head of Service Total:		6	41	129.15	258.10	50.04%	14.63%
Director of Health & Community Wellbeing	Community Relations	0	2	0.00	3.91	0.00%	0.00%
	Housing	0	1	0.00	15.65	0.00%	0.00%
	Leisure Services	0	7	0.00	31.35	0.00%	0.00%
	Public Protection	0	1	0.00	7.83	0.00%	0.00%
Head of Service Total:		0	11	0.00	58.74	0.00%	0.00%
Director of OD & Democratic Services	Customer Services and Communications	1	7	21.52	44.01	48.91%	14.29%
Head of Service Total:		1	7	21.52	44.01	48.91%	14.29%
Grand Total:		7	60	150.67	361.83	41.64%	11.67%

Long term (20 days+ in month)/ short term sickness analysis for March 2016

Head of Service	Section	No Occurrences Long Term	Total No Occurrences Absent	Long Term FTE Days Lost	Total FTE Days Lost	Long Term as a % of Days Lost	Long Term as a % of Occurrences
Chief Executive		0	1	0.00	13.43	0.00%	0.00%
Head of Service Total:		0	1	0.00	13.43	0.00%	0.00%
Deputy Chief Exec	Parks and Street Care	0	7	0.00	40.13	0.00%	0.00%
	Revenues Services	1	11	22.50	43.88	51.29%	9.09%
	Waste Operations	0	8	0.00	32.49	0.00%	0.00%
Head of Service Total:		1	26	22.50	116.50	19.32%	3.85%
Director of Health	Community Relations	0	2	0.00	1.96	0.00%	0.00%
	Housing	1	2	22.50	41.25	54.56%	50.00%
	Leisure Services	0	16	0.00	32.41	0.00%	0.00%
	Public Protection	0	2	0.00	15.65	0.00%	0.00%
Head of Service Total:		1	22	22.50	91.26	24.66%	4.55%
Director of OD & I	Customer Services and Communications	2	6	45.01	61.33	73.39%	33.33%
	Legal Services	0	1	0.00	12.72	0.00%	0.00%
Head of Service Total:		2	7	45.01	74.05	60.78%	28.57%
Service Mgr- Plan	Planning and Economic Growth	1	3	22.50	29.35	76.67%	33.33%
Head of Service Total:		1	3	22.50	29.35	76.67%	33.33%
Grand Total:		5	59	112.51	324.59	34.66%	8.47%

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Report to Joint Consultative and Safety Committee

Subject: Current staffing issues (Standing Item)

Date: 16 May 2017

Author: Chief Executive
Service Manager; Organisational Development

1. Purpose of the Report

This is an information item highlighting to the Committee, any issues of particular interest that relate to the council's workforce.

2. Summary of current issues

2.1 It has now been a year since the local pay review. Predominantly, since the review of pay, the organisation has been able to successfully fill posts in occupational areas that for a number of years have been very difficult to recruit into.

Due to the new grading structures applied, almost every contracted employee will have seen an increase in pay this April as they progress to the middle or top of the new pay grades. This is on top of the national 1% pay award that applies for the year.

2.2 As reported at the last committee, a review of the current Sports and Social Club provision is being undertaken.

The current club operating on a monthly subscription basis will be wound up around June this year and be replaced with a "subscription-free" staff association called "Our Gedling". The Our Gedling brand will be applied to a variety of events and staff initiatives that will be designed to support employees' health, wellbeing and engagement.

It is hoped that a barbeque event for employees can be arranged in June that will serve to introduce the new associating and to recognise the valued contribution that the current Sports and Social Club has made over many years.

The STEPs Group will take on the organisation of quarterly events and it is hoped that a range of employees can be encouraged to set up and run "interest groups" or smaller events on a more regular basis.

The Council already runs or supports a number of activities or events that are relevant to employee engagement or wellbeing, for example the annual health fair, the employee conference and the annual employee awards. These events together with others like them will be branded under “Our Gedling” to help improve awareness of the package of support being offered by the Council.

3. Recommendation

The Committee is asked to note this report.



Report to Joint Consultative and Safety Committee

Subject: Information item: Minor changes to the Establishment agreed outside the formal full JCSC process (Standing Item).

Date: 16 May 2017

Author: Service Manager; Organisational Development

1. Purpose of the Report

This is a standing information item highlighting to the Committee any minor changes to the Establishment proposed by the Senior Leadership Team for implementation outside the formal full JCSC process but following consultation with trade unions. Such minor changes will not have wide organisational impact and will be authorised for implementation by the Chief Executive under delegated powers.

It is important to note that prior to the minor changes being implemented, trade unions will still need to be consulted locally. Should there be concern raised during this consultation about any proposal made, the matter would be taken out of this "shortened process" and placed before the Joint Consultative Committee for full consideration.

2. Summary of proposals

Since the last JCSC meeting there have been three minor staffing proposals that have been considered by Senior Leadership Team outside the full JCSC framework.

These reports are fully supported by trade unions.

Proposal; Executive Office- P.A. Team:

The P.A. Team has reported through the Executive Assistant direct into the Chief Executive. Although the arrangement has worked reasonably well, operational improvements can be made to ensure that general administration (approval of annual leave etc) and communication (team briefings etc) can be undertaken in a more appropriate way if the team was to report through a service manager. Consequently the P.A. Team will now report into the Service Manager- Democratic Services. In terms of service delivery to senior managers and to Members, the service will not be affected or changed.

Proposal; Technical Training Officer- Customer Services:

The need to deliver training for new and "refresher" training to customer services' staff both in the fields of Benefits legislation training as well as customer service training has been recognised for some time and a temporary post has been in place for around a year.

The proposal was to regularise this post as a permanent change to the establishment and that the application be invited on a ring-fenced basis from existing Senior Customer Service Advisors, the number of which would be decreased by one post which allows the change to be met from existing budgets.

Proposal; Property Services:

The proposal was to delete two vacant posts from the Establishment (Facilities Manager and Facilities Development Surveyor) and to create two new posts that better meet the needs of the new service area. One post of Building Services Manager will take on the day-to-day responsibility for management of the civic centre campus buildings and the other post of Property Surveyor will assist in the marketing and commercial aspects of property management. Both posts will be advertised openly and externally due to their very specialist nature.

3. Recommendation

The Committee is asked to note this report.

By virtue of paragraph(s) 1,4,7a of Part 1 of Schedule 12A
of the Local Government Act 1972.

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By virtue of paragraph(s) 1, 4 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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