

JOINT CABINET AND EMPLOYMENT & GENERAL COMMITTEE**Tuesday, 19th March, 2024**

Present:-

Councillor Gilby (Chair)

| | | | |
|-------------|--------------|-------------|---------|
| Councillors | Holmes | Councillors | Davies |
| | Serjeant | | J Innes |
| | Baldauf-Good | | P Innes |
| | Brock | | Sarvent |
| | Culley | | Staton |
| | Davenport | | Stone |

*Matters dealt with under the Delegation Scheme

**26 DECLARATION OF MEMBERS' AND OFFICERS' INTERESTS
RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

27 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Falconer.

28 MINUTES**RESOLVED –**

That the minutes of the meeting of Joint Cabinet and Employment & General Committee held on 5 February, 2024 be approved as a correct record and signed by the Chair.

29 EXCLUSION OF PUBLIC**RESOLVED –**

That under Section 100(A)(4) of the Local Government Act 1972 the public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Act.

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PROPERTY AND TECHNICAL SERVICES RESHAPE

The Deputy Leader of the Council presented a report seeking approval for a reshape of Property and Technical Services, leading to the establishment of a new Corporate Property and Estates service.

A new asset management strategy had been approved by Council in July 2023. It provided an overview of the Council's current land and property assets and having due regard to a range of drivers and opportunities, the strategy set out a refreshed vision, asset management policies and several strategic objectives to guide the Council's approach to for land and property management through 2027.

The strategy had however highlighted a number of significant resourcing challenges to progressing its delivery. In the short term these challenges included shortfalls in staffing resources, and the need for investment in new and replacement ICT software systems and in up to date stock condition and net-zero carbon assessments.

The officer's report covered the management and staffing structure changes that were considered necessary to deliver the strategy. The existing management and staffing structure was set out in appendix A of the officer's report and the proposed structure in Appendix B of the officer's report.

The proposed reshape also included some changes to staff terms and conditions, as many of the team were part of the Arvato/ Kier contract arrangements prior to the Service's return to the Council in August 2020.

Implementation of the new structure would be progressed in line with the Council's HR policies and procedures. Trade Union colleagues had been fully and positively engaged in the process to date.

***RESOLVED –**

1. That the content of the report, which sets out a proposed staffing structure to support the delivery of the Council's legal and statutory responsibilities with regards to land and property management, and to deliver the policies and strategic objectives set out in the asset management strategy, 2023-2027, be noted.
2. That the proposed new staffing structure for the Corporate Property and Estates service, as set out in Appendix B of the officer's report, and the job descriptions, person specifications and post grades, as set out in Appendix C of the officer's report be approved.
3. That the Service Director – Economic Growth, in consultation with the Service Director – HR, Digital and Customer Services, be authorised to implement the new structure and changes to terms and conditions in line with the Council's Human Resources policies and procedures, with appropriate engagement and consultation with trade unions and staff.

REASON FOR DECISIONS

It is important for the council to establish appropriate staff resources, in terms of capacity and technical ability, to ensure that the Council fulfils its legal and statutory responsibilities for the management of land and property, and the delivery of the asset management strategy, that was approved by Council in July 2023.