

# Public Document Pack

## Governance

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### The Chair and Members of Joint Board

Please ask for Jackie Brobyn

Direct Line 01246 345228

Fax 01246 345252

3 March 2014

Dear Councillor,

Please attend a meeting of the JOINT BOARD to be held on MONDAY, 10 MARCH 2014 at 12.00 noon at Bolsover District Council, the agenda for which is set out below.

## AGENDA

### Part 1(Public Information)

1. Declarations of Members' and Officers' Interests relating to items on the Agenda
2. Apologies for Absence
3. Minutes (Pages 1 - 16)
  - Record of Decisions of the Joint Board held on 14<sup>th</sup> January, 2014
  - Notes of the meeting of the Joint Board held on 14<sup>th</sup> January, 2014
  - Draft Notes of the Chief Executives Meeting held on 13<sup>th</sup> February, 2014
4. North Eastern Derbyshire Strategic Employment Partnership Update (Pages 17 - 22)
5. Procurement (Verbal Update)
6. Delivering Differently (Verbal Update)

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Chief Executive  
*Huw Bowen*

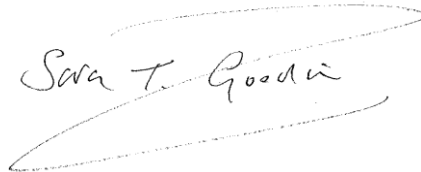


7. Sheffield City Region/D2N2 (Verbal Update)
8. Local Government Act 1972 - Exclusion of Public

To move 'That under Regulation 21 (1)(b) of the Local Authorities (Executive Arrangements)(Access to Information)(England) Regulations 2000, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined by Paragraphs 3 and 4 of Part 1 of Schedule 12A to the Local Government Act 1972'

9. BCN Consultancy (Building Control) - Update (Pages 23 - 26)
10. Joint Scrutiny Panel - Extract from Minutes of 21st November 2013 relating to BCN (Pages 27 - 30)

Yours sincerely,

A handwritten signature in cursive script that reads "Sara T. Goodwin". The signature is enclosed within a hand-drawn, irregular oval shape.

Head of Governance

# Agenda Item 3

## RECORD OF EXECUTIVE DECISIONS – JOINT WORKING

CBC:LEADER		Date of Decision 14.01.2014	
BDC: LEADER			
NEDDC:LEADER			
CBC Non-executive Leader's Support Members present: N/A			
Title Reference: Minutes			
Key Decision References (if applicable): CBC: BDC: NEDDC:		Delegation Reference: CBC: R080L BDC: NEDDC:	
Report and Background papers			
Decision Status (CBC)	On Forward Plan General urgency Special Urgency		Authorised By:
Record of Decision:  That the notes and Records of Decision of the Joint Board meeting held on 4 <sup>th</sup> November, 2013, be noted.			
Reasons for Decision:  To note progress on joint working.			
Alternative options considered and rejected (if any)			
Declarations of interests:			
Decision subject to call-in Yes			
Date Record Issued: 15 <sup>th</sup> January 2014 Contact Officer: Jackie Brobyn			

CBC:LEADER		Date of Decision 14.01.2014	
BDC: LEADER			
NEDDC:LEADER			
CBC Non-executive Leader's Support Members present: N/A			
Title Reference: Internal Audit Consortium - Provision of Management Services to Derbyshire Dales District Council			
Key Decision References (if applicable): CBC: BDC: NEDDC:		Delegation Reference: CBC: R080L BDC: NEDDC:	
Report and Background papers			
Decision Status (CBC)	On Forward Plan General urgency Special Urgency		Authorised By:
Record of Decision:  That the provision of management services to Derbyshire Dales District Council, be approved.			
Reasons for Decision:  To obtain Members approval to provide a management service Derbyshire Dales District Council.			
Alternative options considered and rejected (if any)			
Declarations of interests:			
Decision subject to call-in Yes			
Date Record Issued: 15 <sup>th</sup> January 2014 Contact Officer: Jackie Brobyn			

CBC:LEADER		Date of Decision 14.01.2014	
BDC: LEADER			
NEDDC:LEADER			
CBC Non-executive Leader's Support Members present: N/A			
Title Reference: Progress Report and Business Plan 2013/14 and Draft Business Plan 2014/15			
Key Decision References (if applicable): CBC: BDC: NEDDC:		Delegation Reference: CBC: R080L BDC: NEDDC:	
Report and Background papers			
Decision Status (CBC)	On Forward Plan General urgency Special Urgency		Authorised By:
Record of Decision:			
<ol style="list-style-type: none"> <li>1. That the progress made by the Internal Audit Consortium be noted.</li> <li>2. That the vacant parts of 3 posts (0.6 FTE) be frozen and that the position be reviewed in 12 months time.</li> <li>3. That the revised Business Plan (Budget) for 2013/14 and the draft Internal Audit Consortium Business Plan (and associated charges) for 2014/15, based on Appendix 1 to the report, be approved.</li> <li>4. That the accumulated surplus of the Internal Audit Consortium at 31<sup>st</sup> March, 2014 (less £30,000 to be held as a working balance), be distributed to the partner authorities.</li> <li>5. That an annual report on the outcome of the operation of the Internal Audit Consortium for 2013/14 be submitted to the Joint Board following the year end.</li> </ol>			
Reasons for Decision:			
<ol style="list-style-type: none"> <li>1. To enable members to be aware of the progress made by the Internal Audit Consortium in the 7<sup>th</sup> year of operation of the Internal Audit Consortium.</li> <li>2. To enable the Consortium resource availability to be kept under review.</li> <li>3. To enable the partner authorities to budget for the Consortium charges for 2014/15.</li> </ol>			
Alternative options considered and rejected (if any)			
Declarations of interests:			
Decision subject to call-in Yes			
Date Record Issued: 15 <sup>th</sup> January 2014 Contact Officer: Jackie Brobyn			

CBC:LEADER		Date of Decision 14.01.2014	
BDC: LEADER			
NEDDC:LEADER			
CBC Non-executive Leader's Support Members present: N/A			
Title Reference: BCN Consultancy (Building Control) - Update			
Key Decision References (if applicable): CBC: BDC: NEDDC:		Delegation Reference: CBC: R080L BDC: NEDDC:	
Report and Background papers			
Decision Status (CBC)	On Forward Plan General urgency Special Urgency		Authorised By:
Record of Decision:			
<ol style="list-style-type: none"> <li>1. That the current financial position of BCN at the end of November 2013, as set out at Appendix A to the report, be noted.</li> <li>2. That the recommendations of Urban Vision's Options Appraisal report, set out at Appendix B of the report, be noted, but that a decision on implementing either of the recommended options be deferred until discussions have taken place with other councils regarding a wider local authority partnership.</li> <li>3. That the BCN Client Officers be instructed to explore the potential for a wider local authority building control consortium, primarily in Derby City and across Derbyshire, and to report the outcome back to a future meeting of the Joint Board.</li> <li>4. That three of the six expressions of interest for voluntary redundancy, as discussed, be accepted.</li> </ol>			
Reasons for Decision:			
To effectively manage BCN in accordance with legislation and the legal agreement for the joint working consortium.			
Alternative options considered and rejected (if any)			
Declarations of interests:			
Decision subject to call-in Yes			
Date Record Issued: 15 <sup>th</sup> January 2014 Contact Officer: Jackie Brobyn			

## **Notes to Record of Decision (Joint Working):**

### **CBC - CALL-IN REQUESTS**

*The implementation of certain decisions is suspended until the call-in period has expired without a call-in being validly invoked. Any Member of the Council shall be entitled to call for a decision to be suspended by giving notice to the Head of Governance, as Monitoring Officer either by telephone, fax, email or in writing **not later than 5.00 pm on the day following the date of the Joint Board meeting.** Any decisions so suspended shall not be capable of implementation for a period of **five calendar days** from the date of the Joint Board meeting. During the call-in period a request may be made in respect of any decision so suspended by not less than one quarter of the total membership of the Overview and Performance Scrutiny Committee. To do this you will need to notify the Monitoring Officer in writing, by fax or by email by 5.00 pm on the date being five days following the day of the Joint Board meeting.*

### **BDC - CALL-IN REQUESTS**

*The implementation of certain decisions is suspended until the call-in period has expired without a call-in being validly invoked. The call-in period is **nine working days** from the date of this decision. During the call-in period **at least three** members may request certain decisions to be called in. You may do this in any of the following ways - In writing - a written notice may be signed by one or more Members, or By telephone - in order to safeguard the integrity of the system, Members may only call in by telephone on their own behalf, • E mail - this may be done using a Members terminal within the Council Offices or where a member has the facility via the internet, • By fax - as with written notifications, the faxed message may contain the signature of more than one Member, • In person. Democratic Services Officers who are authorised to accept notifications from Members.*

### **NEDDC - CALL-IN REQUESTS**

*The implementation of certain decisions is suspended until the call-in period has expired without a call-in being validly invoked. The call-in period is **five working days** after the publication of this decision. During the call-in period the **Chair and Vice Chair together with three other members of any Overview and Scrutiny committee** may object to a decision and call it in.*

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## **JOINT BOARD**

**Tuesday, 14<sup>th</sup> January, 2014**  
**at North East Derbyshire District Council**

Present -

### **Chesterfield Borough Council**

Councillor J. Burrows  
H. Bowen  
J. Brobyn  
M. Evans  
M. Hayden  
N. Johnson  
J. Williams

### **Bolsover District Council**

Councillor E Watts  
G. Galloway (BDC/NEDDC)  
W. Lumley (BDC/NEDDC)

### **North East Derbyshire District Council**

Councillor G. Baxter  
Councillor B. Hill

#### **1. DECLARATIONS OF MEMBERS' AND OFFICERS' INTERESTS RELATING TO ITEMS ON THE AGENDA**

No declarations were made.

#### **2. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Angela Grundy.

#### **3. MINUTES**

The notes and the Records of Decision of the Joint Board meeting held on 4<sup>th</sup> November, 2013, were noted.

#### **4. INTERNAL AUDIT CONSORTIUM – PROVISION OF MANAGEMENT SERVICES TO DERBYSHIRE DALES DISTRICT COUNCIL**

The Interim Head of Internal Audit Consortium submitted a report to obtain Joint Board Members approval to provide a management service to Derbyshire Dales District Council.

Following the recent retirement of the Head of Internal Audit at Derbyshire Dales District Council, their Head of Finance had approached the Director of Resources for NEDDC and Bolsover District Council and the Head of Finance at Chesterfield Borough Council with a view to requesting management services from the Internal Audit Consortium.

Initial discussion and research had taken place at Derbyshire Dales District Council and the Interim Head of Internal Audit was of the opinion that a management service could be provided for 30 days per year at a cost of £9,600 per annum. The management service would include producing the audit plan, the annual report and progress reports for their Audit Committee. It would also entail reviewing their internal audit sections work and monitoring delivery of the plan to ensure that the quality aspect of the PSIAS was achieved.

It was the view of the Interim Head of Internal Audit and the Chief Financial Officers at the Council's within the Consortium that this arrangement would not undermine the ability of the Internal Audit Consortium to provide the required level of internal work to the existing participants in the Internal Audit Consortium. However this opinion would be subject to review by the Audit Committee at each individual Council.

Approval has been obtained from Derbyshire Dales District Council's Audit Committee to enter into the arrangement commencing from the beginning of January, 2014.

The arrangement would increase joint working with a Derbyshire District Council and also generate an income for the Council. Financial provision had been made within the 2014/15 budget to ensure that the respective audit plans of each Council would still be delivered in the event of any unforeseen circumstances arising or to cover any potential lack of resource due to the provision of management services to Derbyshire Dales District Council. A working balance of £30,000 would be carried forward together with an additional £45,000 being made available due to the Head of Internal Audit post and the Deputy Head of Internal Audit post both being budgeted for but only one being occupied currently.

**AGREED:-** That the provision of management services to Derbyshire Dales District Council be approved.

5. **INTERNAL AUDIT CONSORTIUM – PROGRESS REPORT AND BUSINESS PLAN 2013/14 AND DRAFT BUSINESS PLAN 2014/15**

The Interim Head of the Internal Audit Consortium submitted a report updating the Joint Board on progress made by the Consortium during the period April - November, 2013 and on the business plan (budget) for 2013/14.

Approval was sought for the revised 2013/14 business plan and draft business plan for 2014/15.

The accumulated surplus at the previous year end (31<sup>st</sup> March 2013) of £30,965 had been retained by the Consortium pending a grading appeal by Auditors, and a working balance of a further £20,000 was also retained. An accumulated surplus at the end of 2013/14 was estimated in the sum of £75,210, which was mainly due to the salary savings from the retirement of the Head of Internal Audit and the reduced hours of other members of staff.

A summary of progress on the following issues was also outlined in the report:-

- staffing issues, outlining the current approved establishment
- internal audit plans
- working procedures

- AGREED –**
1. That the progress made by the Internal Audit Consortium be noted.
  2. That the vacant parts of 3 posts (0.6 FTE) be frozen and that the position be reviewed in 12 months time.
  3. That the revised Business Plan (Budget) for 2013/14 and the draft Internal Audit Consortium Business Plan (and associated charges) for 2014/15, based on Appendix 1 to the report, be approved.
  4. That the accumulated surplus of the Internal Audit Consortium at 31<sup>st</sup> March, 2014 (less £30,000 to be held as a working balance), be distributed to the partner authorities.
  5. That an annual report on the outcome of the operation of the Internal Audit Consortium for 2013/14 be submitted to the Joint Board following the year end

## 6. **HS2 – UPDATE**

The Head of Regeneration gave an update in respect of the proposed introduction of the high speed rail connectivity between London and Leeds.

He confirmed that the key issues had been presented to the HS2 team and a report was to be considered by Chesterfield Borough Council's Cabinet on 28<sup>th</sup> January 2014. The report flags up the concerns raised, including the impact on the Staveley Corridor, Markham Vale and Chesterfield Canal.

Members commented that although they were in support of the economic development that HS2 would bring to the region, they wanted to ensure that their concerns were highlighted in the response to government about some of

the detrimental effects it would have on the residents and economies of the areas covered by their respective authorities.

It was suggested and agreed that the Communications team be asked to produce a statement setting out their reservations to ensure that the LEPs and members of the public were made aware. A copy of the statement would be circulated prior to its publication.

**AGREED -** That the update be noted.

7. **BCN CONSULTANCY (BUILDING CONTROL)**

The Head of Regeneration (CBC) and the Building and Contracts Manager (Bolsolver & North East Derbyshire District Councils) submitted a report for Joint Board Members to consider the current financial position of BCN and the final report of the Options Appraisal for BCN, and to determine the next steps.

- AGREED -**
1. That the current financial position of BCN at the end of November 2013, as set out at Appendix A to the report, be noted.
  2. That the recommendations of Urban Vision's Options Appraisal report, set out at Appendix B of the report, be noted, but that a decision on implementing either of the recommended options be deferred until discussions have taken place with other councils regarding a wider local authority partnership.
  3. That the BCN Client Officers be instructed to explore the potential for a wider local authority building control consortium, primarily in Derby City and across Derbyshire, and to report the outcome back to a future meeting of the Joint Board.
  4. That three of the six expressions of interest for voluntary redundancy, as discussed, be accepted.

8. **DATE OF FUTURE MEETINGS**

**AGREED -** That the meetings for 2014/15 be as follows:-

2014	2015
10 <sup>th</sup> March (Bolsover)	19 <sup>th</sup> January (NED)
12 <sup>th</sup> May (CBC)	16 <sup>th</sup> March (Bolsover)
30 <sup>th</sup> June at (NED) – 2.30 pm	
1 <sup>st</sup> September at (Bolsover)	
10 <sup>th</sup> November at (CBC)	

All meetings commence at 10.30 am with the exception of 30<sup>th</sup> June 2014 which will at 2.30 pm.

9. **ANY OTHER BUSINESS**

D2N2

At the request of the Leader of Chesterfield Borough Council, it was agreed that D2N2 LEP Board matters would be included as a standard item on all future agendas.

D2 Economic Prosperity Board

Wes Lumley, Chief Executive for Bolsover District Council and North East Derbyshire District Council gave an update in respect of the D2 Joint Committee/Economic Prosperity Board.

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**JOINT WORKING CEO'S  
BOLSOVER, CHESTERFIELD AND NORTH EAST DERBYSHIRE  
DISTRICT COUNCILS**

Thursday 13<sup>th</sup> February 2014  
Committee Room 2, North East Derbyshire District Council

Present

Wes Lumley (BDC/NEDDC)  
Jane Foley (BDC/NEDDC)  
Huw Bowen (CBC)  
Mark Evans (CBC)

Action

1. APOLOGIES

Apologies for absence were received on behalf of Angela Grundy.

2. NOTES OF THE MEETING HELD ON 10<sup>TH</sup> OCTOBER 2013

Page 1 – *Credit Union* – there were discussions around the loan Credit Union had requested. HB said he felt that further discussions were still required around this, particularly with regard to the interest rate. It was requested that Credit Union were invited to give an update at the next meeting.

JF

**AGREED that the Notes of the meeting held on 10<sup>th</sup> October 2013 be approved as a true and correct record.**

3. DECISIONS OF JOINT BOARD HELD ON 4<sup>TH</sup> NOVEMBER 2013

1. Minutes of Previous Meetings
2. Joint Board Communications Issues
3. BCN Consultancy Update

**AGREED that the Decisions of the Joint Board held on 4<sup>th</sup> November 2013 be noted.**

4. NOTES OF JOINT BOARD HELD ON 4<sup>TH</sup> NOVEMBER 2013 AND MATTERS ARISING

**AGREED that the Notes of the Joint Board held on 4<sup>th</sup> November 2013 be received.**

5. DECISIONS OF JOINT BOARD HELD ON 14<sup>TH</sup> JANUARY 2014

1. Minutes of Previous Meetings
2. Internal Audit Consortium – Provision of Management Services to Derbyshire Dales District Council
3. Progress Report and Business Plan 2013/14 and Draft Business Plan 2014/15
4. BCN Consultancy Update

**AGREED that the Decisions of the Joint Board held on 14<sup>th</sup> January 2014 be noted.**

6. NOTES OF JOINT BOARD HELD ON 14<sup>TH</sup> JANUARY 2014 AND MATTERS ARISING

**AGREED that the Notes of the Joint Board held on 14<sup>th</sup> January 2014 be received.**

7. JOINT WORKING PROJECTS UPDATE

*Building Control* – the latest budget monitoring statement was circulated for information. It was advised that the budget was starting to stabilise with it currently showing as being £26k better off.

In terms of the findings of the Urban Visions Options Appraisal, the unit is still overstuffed and consideration was already being given to redundancies.

A Derbyshire wide model was being considered and discussions were to be had with Councils across the County.

HB

*Audit* – discussions had been undertaken with Derbyshire Chief Executive's Officer Group.

It was advised that DCC were keen to work within our Consortium.

A meeting is to be set up with the Heads of Finance within respective organisations.

HB

It was advised that the Head of Audit post was still on hold until a decision had been made on the future of the service.

*Procurement* – an overview of a meeting between the Councils and the Hospital was given.

Service to be explored in terms of looking at potential areas of joint working with regard to construction/building projects.

ME



*Accommodation* – there were discussions around the potential changes of assets across BDC and NEDDC, and potential working arrangements in the future should a property rationalisation take place.

A bid had been put forward for the “Delivering Differently” project and the outcome as to whether this had been successful was still unknown.

8. CARELINE CONSORTIUM

HB advised that he had been looking at a business case and other alternatives to determine the sustainability of the model.

HB advised of the options available.

It was agreed that the Districts met to discuss this further.

HB

9. LOCAL ENTERPRISE PARTNERSHIPS

HB gave an overview of a meeting he attended regarding the governance arrangements at D2N2 level.

A wider discussion around LEPs in general and the ways forward took place.

10. ITEMS FOR JOINT BOARD

BCN Update  
Procurement Update  
Delivering Differently

11. COMMUNICATIONS

Currently with Chesterfield Borough Council.

12. ANY OTHER BUSINESS

MP's Meeting – it was agreed to put the following items on the agenda:

- D2N2
- HS2

Leaders were to be approached to see whether there was anything further to include.

Ambition Project (SCR) – WL gave an overview of the project and proposed that the Talent Match Scheme model was used. CBC was asked to feedback their thoughts on the process asap.

HB

13. DATE OF NEXT MEETING

Next Meeting – 24<sup>th</sup> April 2014 – 1400 hours – CBC

The meeting concluded at 1140 hours.

DRAFT

## For Publication

### North Eastern Derbyshire Strategic Employment Partnership Update

<b>MEETING:</b>	<b>JOINT BOARD</b>
<b>DATE:</b>	<b>10<sup>th</sup> March 2014</b>
<b>REPORT BY:</b>	<b>Jane Weston, Working Communities Strategic Project Manager –North East Derbyshire District Council</b>
<b>For Publication</b>	
<b>Back Ground Papers:</b>	

#### **1.0 PURPOSE OF THE REPORT**

- 1.1 To provide the Joint Board with an update of the work undertaken by North Eastern Derbyshire Strategic Employment Partnership (NEDSEP).

#### **2.0 RECOMMENDATION**

- 2.1 To acknowledge the progress of work undertaken
- 2.2 To approve the attached case study and use as publicity for other developers and construction companies to maximise employment and training opportunities within north eastern Derbyshire.

#### **3.0 BACKGROUND**

- 3.1 NEDSEP was formed in December 2011 to maximise employment and training opportunities for local people within north eastern Derbyshire. Outcomes from each area were shared with Joint Leaders in May 2013.
- 3.2 A review of the Partnership that took place in January 2013. It was agreed as part of the review that the Partnership would develop to become more project focused to support clearer outcomes to be identified.
- 3.3 Two projects that would have an impact across the three local authority areas were the M1 Managed Motorways Project from Junction 28 and the Construction Apprenticeship Training Agency through Chesterfield College. This report provides a brief overview of both projects.

### **3.4 M1 Managed Motorways Project**

- 3.4.1. This project increases the capacity of the M1 between Junction 28 and 31 by making the existing hard shoulder suitable for use as a running lane, improving some junctions to remove queuing traffic from the slip roads and main line carriageway and by introducing Managed Motorway technology, including mandatory speed limits to manage the use of the hard shoulder. This project was awarded by the Highway Agency to Costain .
- 3.4.2 NEDSEP established a contact within Costain and partnership meetings took place which resulted in NEDSEP securing interviews for unemployed residents in addition to supporting Costain with their Employment and Skills Plan.
- 3.4.3 29 operative positions were made available and 40 interviews were secured for these positions. 8 administrative positions were made available and 15 interviews were secured for these positions. Pre-employment training was specially developed for this project, including mock interviews with Chesterfield College to support the unemployed residents with the guaranteed interviews. 5 candidates have either started to or will be starting employment in the administrative positions and 20 in the operative positions.
- 3.4.4 Local schools (Eckington School, Bolsover School and Springwell Community School), Chesterfield College and Derby University will also benefit as this unique project provided opportunities for site visits, work experience, summer placement and extra-curricular activities. Additional expertise from Chesterfield College and teams within Derbyshire County Council were brought in to support the Project.
- 3.4.4 A case study has been developed as a promotional tool for NEDSEP (attached).

### **3.5 Construction Apprenticeship Training Agency**

- 3.5.1 A construction apprenticeship training agency (ATA) scheme has been introduced within the north eastern Derbyshire area where apprentices are employed centrally and are 'hired out' to construction companies on a project by project basis for short periods of time. This enables residents the opportunity to develop their skills locally in addition to safe guarding the future skills for this sector.
- 3.5.2 The ATA acts as the apprentice's employer and which places them with a host employer/s. The host employer (construction company) pays the ATA a fee for the apprentice's services; this fee being based on the wage agreed with the host and the ATA management fee. The ATA will support performance and other issues and will provide pastoral support for apprentices in conjunction with the host employer.
- 3.5.3 Promotion of the ATA taken place via:

- Known developers in NEDDC
- Derbyshire County Council's Trusted Traders initiative and promotion has taken place across the whole of north eastern Derbyshire.
- Developers / construction companies who submit planning applications
- NEDDC's News in October 2013 and December 2013.
- Mailshots to be sent out to construction companies across north east Derbyshire and Bolsover.
- Chesterfield via those businesses that have registered an interest in forthcoming opportunities re development sites.

Additional publicity to take place as opportunities arise.

3.5.4 The first two apprentices appointed on Tarran Homes project in Eckington through Galliford Try. It is anticipated that these two apprentices will also work with Galliford Try in Keats Way, Grassmoor. This is as requested by Galliford Try. Case studies of apprentices are to be developed to encourage other young people in construction apprenticeships

#### **4.0 PROPOSAL**

4.1 The work of NEDSEP is promoted to ensure that employment and skills opportunities are maximised for residents across north eastern Derbyshire.

#### **5.0 RECOMMENDATIONS**

5.1 Joint Board acknowledge the progress of work undertaken.

5.2 Joint Board approve the attached case study and encourage use as publicity for other developers and construction companies to maximise employment and training opportunities.

#### **6.0 REASONS FOR RECOMMENDATIONS**

6.1 To ensure that employment and skills opportunities are maximised for residents across north eastern Derbyshire.



# North Eastern Derbyshire Strategic Employment Partnership

## CASE STUDY: M1 Managed Motorways Project

### Background

This case study sets out how an ambitious project delivered real job outcomes for our residents by making sure that a local construction scheme supported local people.

The Partnership consists of representatives from North East Derbyshire District Council, Bolsover District Council, Chesterfield Borough Council, Bolsover Partnership, the Department of Work and Pensions and the Skills Funding Agency. Chesterfield College, Derbyshire County Council and the Derbyshire Education Business Partnership were also involved in this project to provide additional expertise.

The Highways Agency Managed Motorway Project aimed to increase the capacity of the M1 between Junction 28 and 31. The government contract was awarded to Costain who is one of the country's leading engineering firms for major infrastructure projects who through the intervention of NEDSEP, sited their Headquarters at Junction 29a for the duration of this project.

NEDSEP quickly established contact with Costain to see what support could be provided to Costain for the duration of the project.

*Councillor Graham Baxter MBE, Leader of North East Derbyshire District Council*

*"This project was all about providing job opportunities for residents of north eastern Derbyshire, by Costain and through sub-contractors; NEDSEP seized this opportunity to secure interviews for unemployed residents and provided training and support. I am delighted with the outcome for everyone concerned, it's really added value to the investment"*

### Guaranteed Interviews

#### NEDSEP:

- Secured 55 guaranteed interviews for 37 positions directly employed by Costain, including
  - 29 operative positions for work including carriage drainage, barrier removal, safety/pumps operatives and pick up drivers
  - 8 administrative positions, including administrative assistants, document administrators and receptionist.



### Supporting Candidates

Some people had never been interviewed before so to help support candidates through the recruitment process, pre-employment training was specifically developed tailored around Costain's requirements.



Costain's minimum requirement was for all the positions, candidates must have the relevant Construction Skills Certification Scheme (CSCS) cards. From the outset NEDSEP ensured that candidates:

- Already had their CSCS cards and provided accredited training on the importance of following procedures and other skills such as team work.
- Received training for interview skills and had personal feedback from a mock interview prior to the one with Costain.
- Were awarded with a level 1 qualification in Employability Skills on completion of the training.

### Great Feedback

Feedback from candidates showed that they really valued the pre-employment training.

- "Working on the course was a pleasant and enjoyable experience. I have learned a fair amount of information and skills during my time that I would not have otherwise"
- "At first I thought being at College would be like being back at school but the course was brilliant, it was nothing like school! It was nothing like I expected, I really enjoyed learning and I would like to continue with other courses"
- "I learnt a lot, learnt how to do a formal interview which I have never had before, great lecturer"
- "Working in the construction industry I have never had a formal interview before as jobs were easy to walk into. The prospect of an interview made me nervous but the support and preparation has helped me with my confidence and I am aware of key points to sell to the employer. I was nervous before my mock interview with Chesterfield College but they guided me through it and gave me specific feedback that was be a great help"

## Congratulations on your new job

Following the interviews, 5 candidates were successful in obtaining employment in the administrative roles and 20 in the operative roles.

## Apprenticeships

Costain Serco committed to recruiting

- 4 apprentices directly through the Project and;
- 8 apprentices appointed by sub-contractors.

NEDSEP supported them with the provision of these apprentices.

## Schools, College and University benefit too!

*Councillor John Burrows, Leader - Chesterfield Borough Council*

*"It was important to encourage our young people to explore the career options available in the construction and engineering sectors; hopefully by getting them involved in this project we will have stirred some interest so they explore these careers further. This is about preparing young people for the future"*

Things did not just stop there though. NEDSEP wanted local education establishments to benefit from this project as well.

- Eckington School, Bolsover School and Springwell Community School and their primary feeder schools, Chesterfield College and Derby University all benefited from curriculum support events taking place both within establishments and at the headquarters to include work experience placements, site visits and summer placements.
- Costain employees agreed to become STEM ambassadors who are volunteers and role models who work with schools, colleges and universities to inspire and excite young people in Science, Technology, Engineering and Maths and encourage them to consider following a career in the STEM subjects.
- An 'Inspire to be Hired' DVD was produced in Derbyshire to help give young people an insight into a 'day in the life' of a range of different business sectors taking part and Costain represented the construction and engineering sectors.



## Overwhelming Success

Ian Kirk, Engineering and Design Manager from Costain said "Myself and colleagues have been seriously impressed with the expertise and support that we have received from the Partnership to help us recruit local people into these jobs. Working in partnership has saved valuable time, resources and costs and the support that we have received has been superb - timely and exactly what we have required. The candidates that the partnership has presented have been of a very high calibre and it has been genuinely difficult to decide which candidates we decided to recruit as a result of this. The project is ongoing and we will continue to use the expertise throughout its duration. I would strongly encourage other employers and developers to access this support that is available within north eastern Derbyshire"



*Councillor Eion Watts, Leader - Bolsover District Council*

*"This is a huge project providing massive investment in the area. We knew we had skilled people available and we wanted to make sure that local people and their families benefited from this scheme, and through our intervention, they have"*

## Support available to major developers/employers

NEDSEP is able to provide flexible support to any developer or major business that is moving into or expanding into the area. If you have new jobs that can be made available to the residents of North Eastern Derbyshire, please do get in touch.

## Contact

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# Agenda Item 9

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

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# Agenda Item 10

By virtue of paragraph(s) 3, 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

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