

EX89. Transformation of Roads, Grounds and Street Cleansing

The Executive considered a report by the Acting Director of Development Services which provided an update on the progress of work relating to the Council of the Future: Transformation of Roads, Grounds, and Street Cleansing project and identified the next steps in taking the project forward.

The generation of future savings options, anticipated to be achieved from the transformation project would be from a combination of service efficiencies; income generation and changes to the working patterns of staff in the roads and grounds units. It was intended that further work take place on the delivery of these savings in order that formal approval could be sought from the Council when considering its budget.

The savings would have an impact on the workforce and therefore trade unions had been actively engaged in the project from its outset. The intention was to avoid reducing the workforce as much as possible, focusing on efficiencies that could be gained through modernising terms, conditions and working practices with changes introduced to working hours, shift patterns and greater use of technology. These would be fundamental changes and it was anticipated these would help maintain service standards and secure efficiencies while sustaining workforce levels.

The Milestone Plan was attached as an appendix to the report and set out that over the next 12 months the project would:-

- identify the new workforce model
- hold focus group meetings with employees to discuss transformation
- hold regular trade union liaison meetings to discuss the transformation and the new workforce model
- ensure commercial support was in place
- consider the wider application of biodiversity and grass management pilot methods on Grounds Maintenance resources
- undertake process mapping task to identify and close gaps that were creating inefficiencies
- digital technology to be established in all operational areas.

Councillor Garner, seconded by Councillor Hughes, moved that the Executive:-

- (1) approves the vision and objectives outlined in part 3 of the report for the Transformation of Roads, Grounds, and Street Cleansing project;
- (2) agrees to progress the approach to delivery of revenue budget savings options outlined in part 4 of the report as a basis for future Council budget decision, and
- (3) notes that a report to advise of progress will be presented again in one year.

As an amendment, in substitution for the motion, Councillor Bissett, seconded by Councillor Coombes, moved that the Executive:-

- (1) notes the report, and
- (2) notes that any saving will be considered as part of the normal budget process.

In terms of Standing order 22.1, the vote was taken by roll call, there being 12 members present with voting as undernoted:-

For the motion (8) – Councillors Alexander; Bouse; Garner; Harris, Hughes, Kerr, Meiklejohn and Munro.

For the amendment (4) – Councillors Bissett, Black, Coombes, and Nimmo.

Decision

The Executive agreed the motion.