

ITEM 13 – PROGRESS REPORT – IN-HOUSE REPAIRS SERVICE

[Corrections to paragraphs 5 and 26 of the published report]

Recommendations

5. That the *Cabinet Leader* of the Council¹:
- ~~Delegates to the appropriate Chief Officer the decisions confirming the reorganisation of Southwark Building Services arising from Cabinet's agreement to the recommendations above; and²~~
 - Delegates to the appropriate Chief Officer the decision to approve major terms and conditions of employment outside the national and provincial schemes. Please see section 22 below for more detail.

Human Resources – terms and conditions (ts&cs)

26. The other area of work is the shaping of the Traded Services organisation and the design and agreement of an appropriate structure and terms and conditions to deliver the new service. Benchmarking has been done to gather details of London-wide pay rates for a variety of job roles to help shape the new terms and conditions to be discussed with existing SBS staff. Informal consultation with the unions is underway. It is noted that under the Council's Constitution part 3C a full cabinet decision is required to consider and agree ~~(4) decisions regarding the strategic management of the council including decisions on major reorganisations and major reallocations of functions between departments or chief officers and³~~ (6) approval of major terms and conditions of employment outside the national and provincial schemes. Due to the tight timescales for the delivery of this aspect of the project the *Cabinet Leader* is requested to consider exercising his delegation of powers to Chief Officers on ~~this these two~~ specific decisions.

[New paragraphs]

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

64. The Director of Law & Democracy notes the content of the report.
65. This report asks cabinet to note the progress made to date on the recommendations relating to the future delivery of building repairs and maintenance works further to the Gateway O report agreed by cabinet on 12 December 2017 and to instruct officers to continue the work on this as set in this report. It also asks the cabinet to delegate to the appropriate Chief Officer the decision to approve major terms and conditions of employment outside the national and provincial schemes.

¹ Cabinet has authority to delegate to chief officers.

² The strategic director of environment and social regeneration already has authority to confirm the reorganisation.

³ This is not a major reorganisation or major reallocation of functions between departments.

66. Under the constitution, decisions on the approval of major terms and conditions of employment outside the national and provincial schemes are matters reserved for full cabinet. As set out in Part 3 of the constitution the cabinet can delegate this decision to the appropriate Chief Officer.
67. Cabinet's attention is drawn to the Public Sector Equality duty (PSED General Duty) under the Equality Act 2010, and when making decisions to have regard to the need to (a) eliminate discrimination, harassment, victimisation or other prohibited conduct, (b) to advance equality of opportunity and (c) foster good relations between persons who share a relevant protected characteristic and those who do not share it. The relevant characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation, The duty also applies to marriage and civil partnership but only in relation to (a). The cabinet is specifically referred to the community impact statement at paragraphs 39 to 42 setting out the consideration being given to equalities issues which should be considered at each stage of the project.
68. Legal officers from law and democracy will continue to assist the project team as this project progresses and will provide additional advice to cabinet when the next progress report is brought later in 2018 and, subject to the decision of the Leader, to the appropriate Chief Officer in respect of any delegated decision.