

RESTRUCTURE REPORT

Report of: Nick Denny

Director of Property

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Summary of Restructure

EXECUTIVE SUMMARY:

The delivery of capital building works is organised into two distinct teams; (i) the Lifecycle Replacement team that delivers typically lower-value single-element works procured using simple contracts, and (ii) the Complex Construction Project team that delivers typically high-value multi-element works procured using complex standard forms of contract including JCT and NEC.

The balance of projects allocated to each team has changed in the previous six-months due to four main factors; (i) the deferral of parts of the Build the Change Programme, (ii) the deferral of high-value corporate maintenance projects, (iii) the increase in the Schools' Capital Condition and Decarbonisation Programmes and (iv) the significant increase in Central Government led safety initiatives such as RAAC and building cladding. This has reduced the delivery resource required by the Complex Construction Project team and increased the resource required by the Lifecycle Replacement team.

This restructure proposal seeks to delete two posts, create two new posts and shift resource from one team to the other but leaving the total headcount unchanged and uplift of 0.4 of an FTE, giving a small saving of £5k per annum.

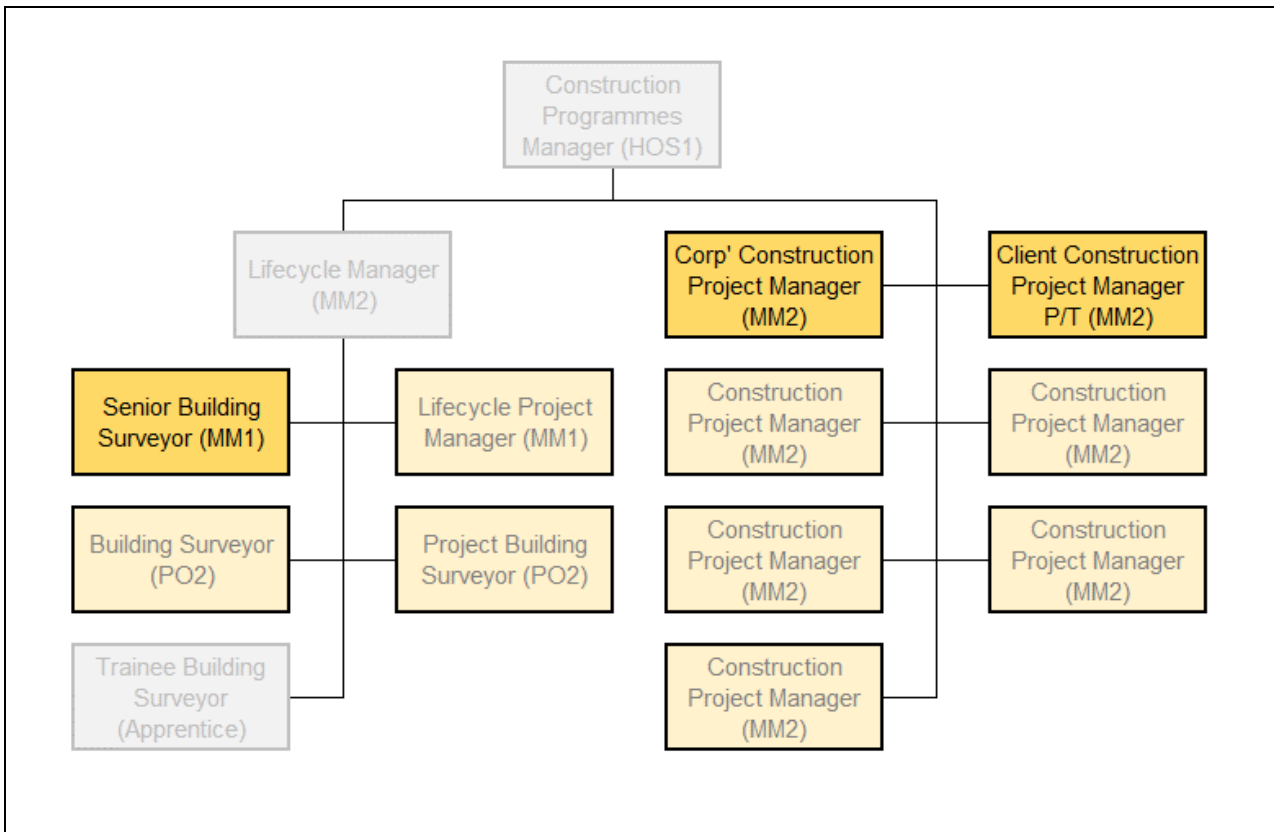
EXISTING STRUCTURE:

Lifecycle Project Management:

Post Titles:	Qty:	FTE:	Changed / Unchanged / Deleted:
Lifecycle Project Manager (MM1)	1	1	Unchanged
Senior Building Surveyor (MM1) – vacant	1	1	Deleted
Building Surveyor (PO2)	1	1	Unchanged
Project Building Surveyor (PO2)	1	1	Unchanged
Sub totals	4	4	

Complex Construction Project Management:

Post Titles:	Qty:	FTE:	Changed / Unchanged / Deleted:
Corporate Construction Project Manager (MM2)	1	1	Unchanged
Client Construction Project Manager P/T (MM2) - vacant	1	0.6	Deleted
Construction Project Manager (MM2)	5	5	Unchanged
Sub totals	7	6.6	
Grand totals	11	10.6	



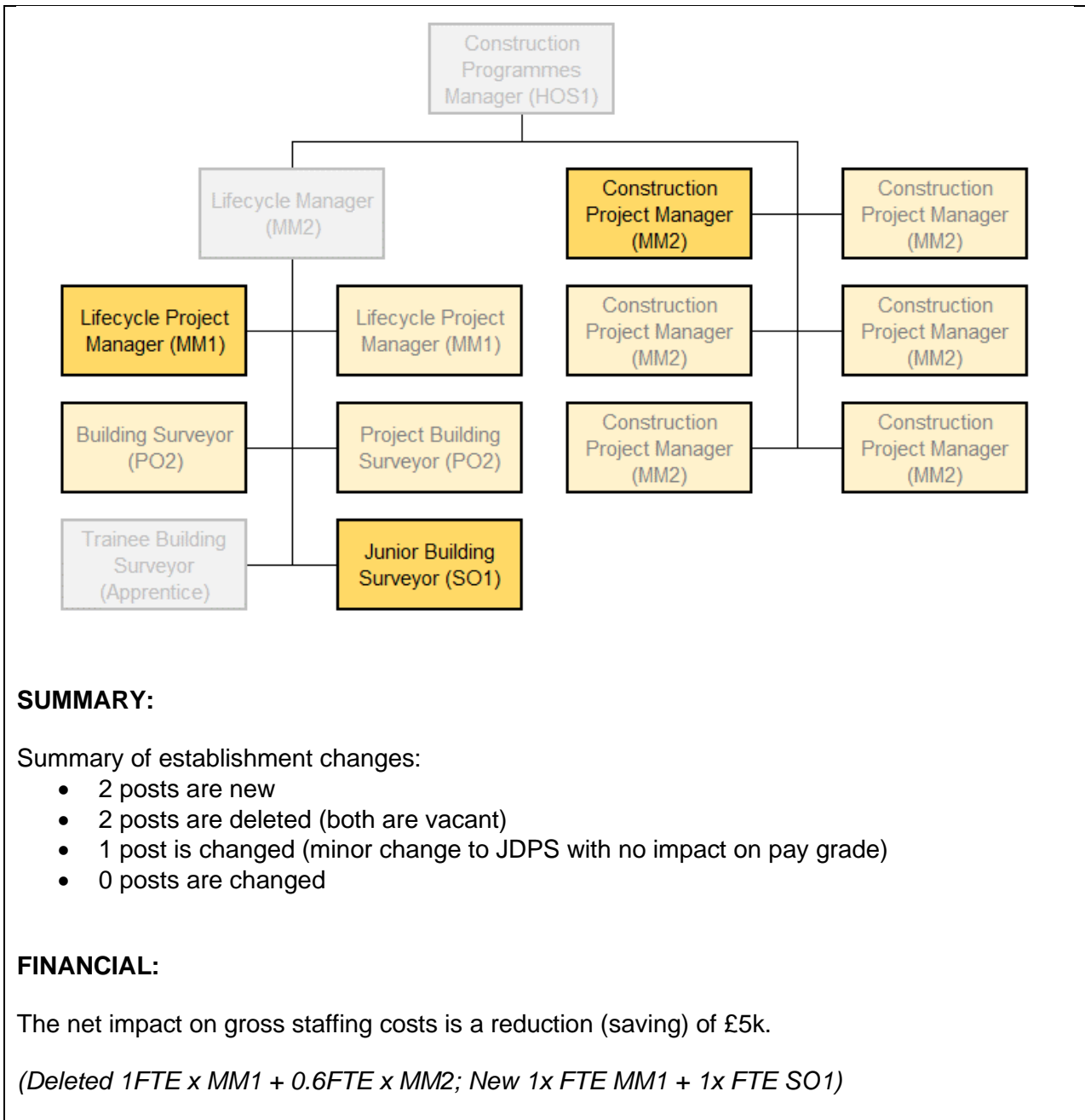
PROPOSED STRUCTURE:

Lifecycle Project Management:

Post Titles:	Qty:	FTE:	Changed / Unchanged / Deleted:
Lifecycle Project Manager (MM1)	1	1	Unchanged
Lifecycle Project Manager (MM1) – vacant	1	1	New
Building Surveyor (PO2)	1	1	Unchanged
Project Building Surveyor (PO2)	1	1	Unchanged
Junior Building Surveyor (SO1)	1	1	New
Sub totals	5	5	

Complex Construction Project Management:

Post Titles:	Qty:	FTE:	Changed / Unchanged / Deleted:
Corporate Construction Project Manager (MM2)	1	1	Unchanged
Construction Project Manager (MM2)	5	5	Unchanged
Sub totals	6	6	
Grand totals	11	11	



Impact on Council Objectives

CMFM is a support function within Enfield Council, providing the buildings and facilities that underpin and enable almost every aspect of front-line delivery, and is therefore a key enabler for every aspect of the Enfield Council Plan 2020-2022.

This restructure proposal will promote the cross-cutting themes of **A Modern Council** and **Climate Action**:

An empowered, responsive and happy workforce:

- *Enable managers to develop strong leadership skills and create an environment where staff can do their best.*
- *Deliver high quality services which benefit local people. This means our workforce directly delivering our services when we think this best meets residents' needs.*

Accessible and efficient services:

- *Deliver our services from fewer and better equipped buildings that are energy efficient, well-maintained, supported with the right technology and in the right locations for the benefit of our communities.*
- *Our buildings will be welcoming, accessible and inclusive places where residents can access all the support they need in one place and where our staff feel happy to work.*
- *Make sure all our buildings are accessible to all residents and for anyone with a disability and bring the right services together under one roof so that residents can easily access a network of services.*

Financial resilience and good governance

- *Target resources smartly and reinvest income wisely to deliver excellent value for money in all that we do.*

Working in Partnership

- *Work in partnership with the private sector for the benefit of all Enfield residents and make sure our supply chain is robust and fit for purpose to support service delivery.*

Climate Action

- *Reduce carbon emissions the Council creates from the operation of our own buildings.*

When did you consult with the Trade Unions?

Date.....tbc.....Contact Name.....

Human Resources: HR must be consulted to provide advice on the impact of the proposal, and plan the changes that will need to be made to update SAP and MI Portal,

This restructure proposes:

- the deletion of 1 x MM1 Senior Building Surveyor post and 1 x MM2 Construction Management post and
- the creation of 1 x MM1 Lifecycle Project Manager post. This is an existing role and the service will be using the current JD.
- the creation of 1 x SO1 (indicative grade) Junior Building Surveyor role. This is a new role and the JD has been submitted to HR for evaluation.

The two posts to be deleted are currently vacant and there are therefore no anticipated redundancy or additional costs.

Recruitment to the two new posts will be in accordance with standard Council processes.

Signed...  Date 06.10.2023.....

Financial Impact: FCR must be consulted in all cases to verify the affordability of the proposed restructure and the redundancy and associated costs. FCR will also need to plan the changes that will need to be made to budgets.

The restructure proposal seeks to delete two posts, create two new posts and shift resource from one team to the other but leaving the total headcount unchanged and uplift of 0.4 of an FTE, giving a small saving of £5k per annum.

EXISTING STRUCTURE:

Lifecycle Project Management:

Post Titles:	Changed / Unchanged / Deleted:	FTE:	Annual Salary Cost	Total Salary Cost
Lifecycle Project Manager (MM1)	Unchanged	1	£67,663	£71,224
Senior Building Surveyor (MM1) – vacant	Deleted	1	£67,663	£71,224
Building Surveyor (PO2)	Unchanged	1	£58,425	£61,500
Project Building Surveyor (PO2) – Farahnaz Toufan	Unchanged	1	£58,425	£61,500
Sub totals		4		£265,448

Complex Construction Project Management:

Post Titles:	Changed / Unchanged / Deleted:	FTE:	Annual Salary Cost	Total Salary Cost
Corporate Construction Project Manager (MM2)	Unchanged	1	£83,209	£87,589
Client Construction Project Manager P/T (MM2) - vacant	Deleted	0.6	£83,209	£52,553
Construction Project Manager (MM2)	Unchanged	5	£83,209	£437,943
Sub totals		6.6		£578,085
Grand totals		10.6		£843,533

PROPOSED STRUCTURE:

Lifecycle Project Management:

Post Titles:	Changed / Unchanged / Deleted:	FTE:	Annual Salary Cost	Total Annual Salary Cost
Lifecycle Project Manager (MM1)	Unchanged	1	£67,663	£71,224
Lifecycle Project Manager (MM1)	New	1	£67,663	£71,224
Building Surveyor (PO2)	Unchanged	1	£58,425	£61,500
Project Building Surveyor (PO2)	Unchanged	1	£58,425	£61,500
Junior Building Surveyor (SO1)	New	1	£45,152	£47,529
Sub totals		5		£312,977

Complex Construction Project Management:

Post Titles:	Changed / Unchanged / Deleted:	FTE:	Annual Salary Cost	Total Salary Cost
Corporate Construction Project Manager (MM2)	Unchanged	1	£83,209	£87,589
Construction Project Manager (MM2)	Unchanged	5	£83,209	£437,943
Sub totals		6		£525,532
Grand totals		11		£838,508

Net Saving				-£5,025
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Signed.....Ermias Habtay..... Date.....10 October 2023.....

This report must be signed by the Director before it is implemented

Signed Date
(Director of Department)