

# Corporate Property 2020

## News for Corporate Property employees

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It's been a busy start to the year for all of us in the team. We held eleven formal staff consultation sessions for cleaning and caretaking colleagues across Derbyshire with 283 attending. And a further two sessions were held for design colleagues with 48 attending. Representatives from Vertas and Concertus attended all of the sessions and we hope everyone found these useful.

In this newsletter we're sharing some of the information from the consultation sessions, which I hope is of interest not just to the cleaning, caretaking and design teams who were unable to attend, but also Corporate Property colleagues more widely.

You might remember that it is our intention to set up a partnership with an organisation called Public Sector PLC (PSP). Cabinet has now approved setting up the partnership and the latest position with PSP is included in this newsletter.

We've added more questions and answers to the Corporate Property 2020 section on the website - [derbyshire.gov.uk/corporateproperty2020](https://derbyshire.gov.uk/corporateproperty2020). If you've any further questions please send them to [corporateproperty2020@derbyshire.gov.uk](mailto:corporateproperty2020@derbyshire.gov.uk).

Kind regards

**Dave Massingham**  
Director of Property

## Staff consultation – January 2020

In January we held consultation sessions across Derbyshire for cleaning, caretaking and design staff who are transferring into the new joint venture companies with Vertas and Concertus.

These are part of the formal TUPE process and they gave Vertas and Concertus the opportunity to let employees know what stays the same and what will be different about working in the joint venture as compared to working for the council.

The two joint venture companies are different and over time they will operate differently to suit the needs of their customers and employees. But one common issue is training and development. Both companies intend to invest heavily to ensure all employees have the right skills, training and equipment to do their job.

### So what stays the same for both companies?

- ✓ Same pay
- ✓ Same Local Government Pension Scheme
- ✓ Same working location
- ✓ Same annual leave

### What's new in Vertas?

- ✓ A new time and attendance recording system, removing time sheets and linking directly to pay

- ✓ Easier reporting of sick leave, to enable Vertas to deploy relief cleaners and help staff get back to work
- ✓ To review the use of vehicles as part of a commitment to sustainability
- ✓ Access to Vertas company benefits, discounts with shops, gyms, holidays
- ✓ Employee assistance programme – free and confidential support 24/7, 365 days a year with health, wellbeing, life, family, legal and money queries as well as online CBT therapy
- ✓ Annual staff awards scheme
- ✓ New uniforms
- ✓ Staff training starting with staff roadshows in March

### What's new in Concertus?

- ✓ Change in the pay date to the last working day of the month
- ✓ Review of cars and car allowances to improve efficiency and promote green agenda
- ✓ Introduction of a performance related pay scheme
- ✓ New IT system and new technical software
- ✓ Greater access for training and career development

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## Why bother with the Joint Ventures if much stays the same?

We have been asked why set up a joint venture if many things are still the same. Unlike the county council which has many areas of works, Concertus and Vertas each concentrate on one area of work - Concertus on design services and Vertas on facilities management.

This means that by focusing on one area of work the companies are able to change and improve small things specific to their business. This means happier customers and happier staff.

By improving many things by just a small amount this will add up to big improvements over time. Both Vertas and Concertus are looking to do just this in Derbyshire.

Some examples of small changes include introducing electronic systems for time and attendance recording, making it quicker to recruit new staff, reviewing each contract with schools, and ensuring all staff are trained and understand processes and procedures.

Vertas and Concertus have demonstrated in Suffolk that making these small changes together with being completely customer focused is the route to success. This is what we want to happen in Derbyshire.



## PSP (Derbyshire) LLP

We've now agreed a partnership with an organisation called Public Sector PLC (PSP). PSP will help us with managing and getting the best out of the buildings the council own.

The council has a lot of property, not all of which is fit for purpose, and much of it is expensive to operate. If you've ever been to Chatsworth Hall in Matlock you will know the lift does not work, the heating system is temperamental, it is not great office space and there are buildings on the site that are empty and can't be used.

PSP specialise in helping councils with problems such as Chatsworth Hall. They bring cash and expertise to complement the council's own skills to help deal with poor performing buildings. This does not always mean selling them but could mean that buildings are improved so that they could be rented out to bring in new income for the council.

PSP is already working with colleagues in the asset management and estates teams to look at the properties the council own. Employees working in this area will not transfer to PSP and will continue to work for Derbyshire.

If you'd like to find out more please look at the PSP website for examples of how they work with other councils – [publicsectorplc.com](http://publicsectorplc.com).

## Vertas roadshows

Between 19 and 27 March all cleaning and caretaking colleagues will be invited to a roadshow with Vertas. This will include induction and essential health and safety training and you will receive your new uniforms and meet the new management team.

You'll receive your invite to one of the roadshows over the next few weeks. It is important that everyone attends one of these sessions.

If you are a member of the cleaning and caretaking service we'd like to keep you up to date with our plans by sending you emails to your own personal email address. Please email us at [corporateproperty2020@derbyshire.gov.uk](mailto:corporateproperty2020@derbyshire.gov.uk), giving us your name, and where you work.

