



PROPERTY MAINTENANCE

William J Andrew – Service Lead

APSE Building & Housing Seminar

5th–6th March 2025

Glasgow Hilton



Introduction/ Overview

- Multiskilling the workforce
- The future of Local Authority Working

Engagement & Consultation

Workforce and Stakeholder Engagement

- Discussions with full craft workforce all trades
- Trade Unions
- Other Local Authorities
- New Job Descriptions/ Job Evaluated
- Employee Survey
- Private Sector

Structure and Financial Impact

Organisational Change and Financial Considerations

- Change to the Departmental Structure
- Approval at Cabinet
- Financial Implications for Employees/ Council
- External Contractors / 9.8%
- Salary Increase only after training sign off



Training and Skills Development

Training requirements and Progression

- Training requirements
- Electrical – Externally sourced
- All other Training Internal on Site/ Block of Flats

Multitrade Matrix

Appendix 1

South Ayrshire Council

Multitrade Matrix

Property Maintenance

McCall's Avenue Business Centre, Ayr

<u>Trades</u>	<u>Multiskilling Description</u>
Joiner	Removing and refitting sanitaryware in bathroom, removing shower connecting to wet wall, removing sink top, remove only electrical items connected to ceiling / walls / splashback, remove and refit radiators when replace Gyproc walls, drain down void properties, isolated water supply in emergency situation.
Plumber	Fitting plywood on bathroom floors while installing sanitaryware, remove and replace electric shower, floorboards uplift and refit / replace, boxing in bath when install new bath, remove and refit kitchen units for pipe access, sealing pipes going through concrete floors.
Electrician	Installing electric shower including plumbing connection, floorboards uplift and refit / replace, small plastering repairs connected to electrical work, isolate water in emergency situations, drain down void properties.
Plasterer	Remove and refit radiators, refill heating system, air radiator all when carrying out plasterwork, remove electrical fittings only connected to plasterwork, small areas of Painterwork, small areas of Joinerwork if it is also connected to plasterwork, taping and filling ceilings.
Slater	Removing Chimney, removing and replacing gutters and downpipes, leadwork connected to chimney or valley, lead burning, small Joinerwork repairs connected to roof work, slabbing and small roughcast repairs connected to slating work.
Bricklayer	Removing and replacing gutters and downpipes, small Slating repairs, small rendering repairs, small plastering repairs connected to internal brickwork screeding floors with cement finishing, fencing repairs.
Painter	Small plasterwork repairs, removing and refitting radiators fill system and air radiator, screeding floors, fitting coving, taping and filling ceilings and walls.
Driver Labourer	Slabbing repairs, clothes poles / rotary dyers, cleaning gutters and downpipes, removing kitchen units in void properties and cap and seal water and waste supplies during removal.
Storeman	Painting work on all timber from Joinershop, external & internal painting lines in depot, graffiti removal on buildings delivery of material to site for all craft operatives when required.

South Ayrshire Property Maintenance – Multiskilling the Workforce



EMPLOYEE TRAINING PLAN



Employee's Name: Joe Blooqs

Employee Number: 1234567

Job Title: Joiner

Training Record

Training Element	Tasks	Complete v (tick box)	Completion Date (enter date)
Plumber	Remove and refit sanitaryware in bathroom	<input checked="" type="checkbox"/>	28/05/2025
	Remove sink top	<input checked="" type="checkbox"/>	28/05/2025
	Remove and refit radiators when replacing Gyproc walls	<input checked="" type="checkbox"/>	29/05/2025
	Drain down void properties	<input checked="" type="checkbox"/>	29/05/2025
	Isolate water supply	<input checked="" type="checkbox"/>	29/05/2025
Electrician <i>*training delivered externally*</i>	Remove shower connecting to wet wall	<input checked="" type="checkbox"/>	30/05/2025
	Remove only - electrical items connected to ceiling / walls / splash back	<input checked="" type="checkbox"/>	30/05/2025
		All tasks complete:	30/05/2025

Training Delivered by: _____
Training Delivered by: _____

Trainer Job Title: _____
Trainer Job Title: _____

Trainer Signature: _____ Date: _____

Trainer Signature: _____ Date: _____

Training Supervisor Name: _____ Title: _____

Signature: _____ Date: _____

Service Lead: William J Andrew

Service Lead Signature to confirm approved as Multi-Skilled: _____

Date: _____ Passed to HR: (tick box)

Workforce Development Pathways

Employee Progression and Tools

- Lowest paid employees Stores/ Driver Labourers
- All other trades training/ 6 months
- Apprentices 3rd Year/ 4th Year
- New Toolkits

Operational Efficiency

Improving Service Delivery and Reducing Costs

- Transport Reduction
- Employee Visits to Tenants Homes
- Void Work

Progress Review

2025 Update: Outcomes and Performance

- November 2025 Update on Progress
- Reduced Fuel Use
- Reduction in external contractor spend
- Customer Satisfaction
- Other Scottish Council Visits
- Employee Satisfaction



South Ayrshire Property Maintenance – Multiskilling the Workforce



Pictures below of the hands on training delivery





South Ayrshire Property Maintenance – Multiskilling the Workforce





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Any Questions?

