

## Estates Strategy programme: December 2018 Council update

<b>Purpose of paper</b>	This paper provides a progress update on the GDC Estates strategy programme covering both Strands 1 and 2 based on further information received to date.
<b>Action</b>	For noting.
<b>Corporate Strategy 2016-19</b>	Performance Objective 2 – To improve our management of resources so that we become a more efficient regulator.
<b>Business Plan 2018</b>	Estates Strategy.
<b>Decision Trail</b>	<p>An exploratory paper to consider the GDC’s estate strategy, primarily focusing on the future of the London satellite office (and its possible relocation outside of London) was considered by Finance and Performance Committee (FPC) in September 2015 and the Council in November 2015. At that time, a decision was made to maintain the current estate arrangements.</p> <p>The Council was presented a paper at its meeting in December 2017 providing an update on the recent updates in the medium-term estates strategy and a high-level plan for the Birmingham move.</p> <p>The Estates strategy programme has been underway since January 2018 and a progress update was provided to Council on 15 March 2018.</p> <p>A paper was presented to the May 2018 Council meeting which set out the financial business case for the GDC Estates Strategy programme and provided a progress update on implementation.</p> <p>The recommendation for the Birmingham office building was presented to the GDC Chair and the Chair of FPC for review and sign off, given their delegated authority to make the decision of Birmingham office building on behalf of the Council (as agreed at the 15 March 2018 Council meeting).</p> <p>The Chair and Chair of FPC agreed with the Birmingham office building recommendation from the Executive Management Team (EMT) on 24 May 2018, for 1 Colmore Square from which on 6 July 2018 the GDC signed a 15-year lease with 1 Colmore Square, 6th Floor.</p> <p>A paper was presented to the Council on 25 July 2018 which set out updates to the financial business case for the GDC</p>

	<p>Estates Strategy and provided a progress update on implementation.</p> <p>A paper was submitted to EMT on 24 September and Council on 4 October 2018 which summarised the analytical review of the financial business case and provided a progress update on implementation.</p>
<b>Next stage</b>	This paper is for noting.
<b>Recommendations</b>	The Council is asked to note the contents of this paper.
<b>Authorship of paper and further information</b>	<p>Gurvinder Soomal – Executive Director, Registration and Corporate Resources</p> <p><a href="mailto:GSoomal@gdc-uk.org">GSoomal@gdc-uk.org</a> 020 7167 6333</p>
<b>Appendices</b>	No appendices

## 1. Executive Summary

- 1.1. This paper provides a progress update on the GDC Estates strategy programme covering both Strands 1 and 2 based on further information received to date.
- 1.2. The Estates strategy programme is currently on track for the agreed time, cost and quality measures and in accordance with the required and agreed financial checks and balances.

## 2. Strand 1 update

- 2.1. New building in Birmingham – Overbury, the GDC’s fit-out and furnishing contractor, successfully handed over full completion of the fit-out works and furnishings on 2 November as planned. The new IT data centre room and IT fit-out was also completed to time, cost and quality ready for the full building completion date of 2 November. This has created a vibrant and collaborative working environment, with enabling technology and ergonomically designed furniture.
- 2.2. Staff leaving the GDC – we are currently in the process of issuing the settlement and dismissal letters with the first wave of Strand 1 Registration staff having left in October. 80% of the ‘at risk’ staff have accessed the new outplacement support service with a 95% customer satisfaction score.
- 2.3. Recruitment – we are currently in phase four of five of our Strand 1 recruitment campaign. To date we have successfully recruited 66 positions predominantly within the Registration and Corporate Resources directorate of which 52 have already started in Birmingham and been formally inducted. We remain on track to secure a committed and growing work force for the new office in Birmingham and focus now moves on to the later phases of Strand 1 recruitment.
- 2.4. Baker Street decommissioning - notice was given to landlords on 30 October 2018 to advise that we will not be renewing our contract at our offices on Baker Street, in alignment with the lease end of 31 January 2019. A plan has been agreed and is currently in flight to decommission Baker Street and transfer the staff to their new location.

## 3. Strand 2 update

- 3.1. The collective consultation commenced on 3 October and proposed up to a further 110 posts to transfer to the Birmingham office throughout 2019. This consultation gave colleagues directly affected by the Strand 2 proposals and who were deemed at risk the opportunity to comment, through the staff forum, on the proposals generally. The collective consultation ended on 23 November.

- 3.2. Individual consultations commenced on 1 November with essentially two groups for individual consultation purposes. Group 1 will run from 1 November to 14 December 2018 and Group 2 will take place from 21 January until 28 February 2019.
- 3.3. A Strand 2 programme kick-off meeting was held on 12 November with the revised programme board, team and operational leads to provide clarity and consistency of understanding of the programme's key objectives and benefits along with their roles and responsibilities within it. This was also an opportunity to share and embed the key lessons to be learned from Strand 1.

#### **4. Recommendations**

- 4.1. The Council is asked to note the contents of this paper.

#### **5. Internal consultation**

- 5.1. This paper has not been formally consulted on internally however the updates have been derived from internal consultation with the Estates strategy programme team and key internal stakeholders, including:

- IT
- Facilities
- Finance
- HR
- Registration
- Communications

#### **6. Appendices**

- 6.1. There are no appendices associated with this paper.