

**APSE Scotland Soft FM Advisory Group Meeting – Tuesday 31 March 2026
(10.30am – 12noon)**

Venue: Panorama Suite, Hamilton Park Racecourse, Bothwell Road, ML3 0DW

Welcome from Chair: Cllr Jim McMahon, East Ayrshire Council

1. Scottish Youth Parliament – background and partnership working

Speaker: Member of the Scottish Youth Parliament

This will provide colleagues with the opportunity to hear from a Member of the Scottish Youth Parliament in terms of what they do and how they can engage and provide input in relation to Soft Facilities Management Services and its areas of focus

2. Recruitment and retention: the war for talent

Speaker: Fiona Fraser, Maintenance Trades Senior Business Manager, Morgan Hunt

This will provide colleagues with the opportunity to hear from a representative of Morgan Hunt in terms of some of the pressure points but also potential new ways of looking at the recruitment market

3. Fife Council's mental health initiative: Waste operational services

Speaker: Sandy Anderson, Service Manager, Fife Council (inv)

This will provide colleagues the opportunity to hear about Fife Council's journey from grief to growth and how their pioneering hi-viz polo shirt is making a real difference and combatting mental health stigma.

4. Bright Start Breakfast Fund – phase one

Speaker: Representative, Inspiring Scotland (inv)

This will provide colleagues the opportunity to from the team at Inspiring Scotland, the company managing Scottish Government's Bright Start Breakfast Fund – Phase one.

5. Soft Facilities Management clinic

An opportunity to raise any discussion items and queries in order to share experiences and best practice within the group.

- Are local authority HR systems structurally aligned to the needs of Soft FM services?
- How are councils building capability in Soft FM without destabilising services?
- Is Soft FM being treated as a strategic service?

6. APSE Update

Speaker: Louise Melville, Principal Advisor, APSE