

# Midlothian Council Neighbourhood Services

## Generic Outdoor Workers



# Breaking the silos



# Neighbourhood Services

Initially

- Roads Operations
- Waste Services
- Land & Countryside

Later?

- PFM
- BMS

Transferable Skills



# Benefits

- Seasonal demand
- Organisational resilience & flexibility
- Job enrichment
- Personal development
- Career opportunities
- Pandemics
- Major events / incidents



# Barriers

- Individual mentality (can't do)
- Resistance to change (won't do)
- Contractual changes
- Competing demands
- Trades unions engagement



# Questions / discussion

