

# **ENVIRONMENT DIRECTORATE**

## **PERSONNEL COMMITTEE**

**Report of the Head of Streetcare – Michael Roberts**

**16<sup>th</sup> May 2016**

### **SECTION A – MATTER FOR DECISION**

**Wards Affected: All**

#### **Restructure of Trunk Road Services**

##### **1. Purpose of the Report**

To seek Members' approval to implement a revised structure within the Trunk Road Service.

##### **2. Background**

Trunk Road Services are now working under a new Service Collaboration Agreement (SCA) with the South Wales Trunk Road Agency (SWTRA). As a consequence of service development and to facilitate fulfilling the requirements of the new SCA it is necessary to make some changes within the Trunk Road Services Structure.

Merthyr Tydfil CBC recently withdrew at short notice from the partnership arrangements and Neath Port Talbot is now covering the Merthyr area as well as the RCT and Swansea areas with respect to the Motorway and Trunk Roads. In order to accommodate any shortfall in service provision (operational, supervisory and support with respect to the expanded area) it is proposed to create some new posts on the structure, to remain vacant at present, that can be filled should this prove necessary. These posts would be funded under the SWTRA agreement. In addition, the following changes are required and the Trunk Road Services Manager has undertaken the necessary consultations:

- Delete Horticultural Operative (Grade 3) and create Roadworker JE 1545 (also Grade 3)

- Delete Horticultural Ganger (Grade 5) and create a Streetcare Driving Skilled Operative HGV JE ID 2997 (also Grade 5)
- Delete Community Improvement Driving Skilled Operative (Grade 4) and create Streetcare Driving Skilled Operative JE ID 2996 (also Grade 4)
- Delete Horticultural Operative (Grade 3) and create a Streetcare driving Skilled Operative JE ID 2996 (Grade 4)
- Delete Horticultural Operative (Grade 3) and create a Streetcare Driving Skilled Operative HGV JE ID 2997 (Grade 5)
- Delete Operational Support Assistant (Grade 3) and create an Engineering Support Assistant JE ID 9157 (Grade 4)

It is also proposed that the additional posts listed below be placed on the structure to meet service provision in the Merthyr areas if required:

- Streetcare Supervisor (Grade 7) JE ID 304 1 FTE
- Skilled Ganger (Grade 5) JE ID 870 1 FTE
- Streetcare Driving Skilled Operative HGV (Grade 5) JE ID 2997 3 FTE
- Operational Support Assistant (Grade 3) JE ID 9134 1 FTE

### **3. Financial Appraisal**

The changes to existing posts have no cost implication to the Council as all costs are costed into the new Service Agreement. Furthermore, these posts will only be filled if required. There will be no cost implication to the Council given all costs would be met under the SWTRA Agreement, whilst any failure to meet the requirements of the service agreement would put arrangements with SWTRA and associated income at risk. Should the work be lost at some date in the future then all staff concerned would be subject to TUPE transfer.

**4. Revised structure**

A revised structure is provided in Appendix 1.

**5. Equality Impact Assessment**

There is no equality impacts associated with this report.

**6. Workforce Impacts**

There are no workforce impacts associated with this report.

**7. Legal Impacts**

There are no legal impacts associated with this report.

**8. Consultation**

There is no requirement under the Constitution for external consultation on this item.

**9. Recommendation**

It is recommended that Members APPROVE the implementation of a revised structure within the Trunk Road Service.

**FOR DECISION**

**Implementation of Decision**

The decision is proposed for immediate implementation.

**Appendices**

Staffing Structure – Appendix 1

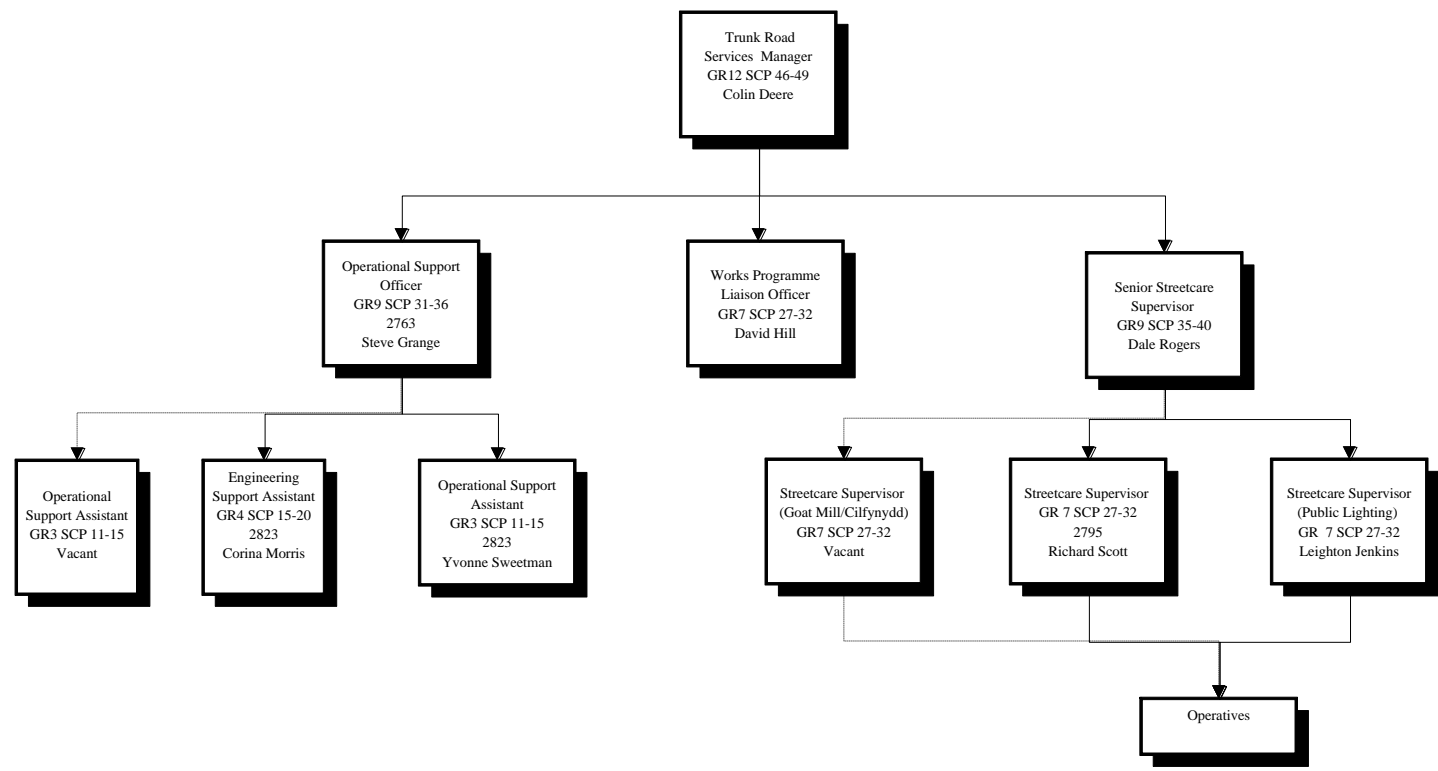
**List of Background Papers**

None

**Officer Contacts**

Mr Mike Roberts, Head of Streetcare, email: [m.roberts@npt.gov.uk](mailto:m.roberts@npt.gov.uk)  
telephone: 01639 686966

**Environment  
Streetcare - Trunk Road Services  
April 2016**



(Note: Whole structure funded by SWTRA SLA)

**Trunk Road Services**

**Streetcare Supervisor**  
Richard Scott

**Skilled Ganger**  
Vacant #  
SCP 20-25  
JE ID 870

**Skilled Ganger**  
G Thomas (202698)  
Rob Lewis (902634)  
P Thomas (905318)  
SCP 20-25  
JE ID 870

**Skilled Ganger**  
G Phillips (202645)  
K Walsh (458072)  
SCP 20-25  
JE ID 870

**Streetcare Driving Skilled  
Operative HGV**  
Vacant x 3  
SCP 20-25  
JE ID 2997

**Streetcare Driving Skilled  
Operative HGV**  
A Williams (202624)  
SCP 20-25  
JE ID 2997

**Streetcare Driving Skilled  
Operative HGV**  
P Roberts (450796)  
P Jones (202641)  
SCP 20-25  
JE ID 2997

**Streetcare Driving Skilled  
Operative (Non HGV)**  
John Roblin (935500)  
SCP 15-20  
JE ID 2996

**Streetcare Driving Skilled  
Operative (Non HGV)**  
G Roberts (902637)  
SCP 15-20  
JE ID 2996

# If team created, this post would be filled from within existing resources  
[viability of team to be reviewed in 3/6 months]

**Trunk Road Services**

Environment Directorate  
Operational Employees - Two Week!  
April 2016  
Proposed

**Streetcare Supervisor**  
Leighton Jenkins

**Streetcare Driving Skilled  
Operative HGV**  
C. Clunis (932867)  
SCP 20-25  
JE ID 2997

**Streetcare Driving Skilled  
Operative HGV**  
R Michael (929891)  
SCP 20-25  
JE ID 2997

**Electrician**  
Greg Sinott (926224)  
SCP 23-28  
JE ID 802

**Streetcare Driving Skilled  
Operative HGV**  
M Chenard (905960)  
M. Lewis (907599)  
SCP 20-25  
JE ID 2997

**Roadworker**  
Rob Jones (932869)  
SCP 11-15  
JE ID 1545

**Streetcare Driving Skilled  
Operative (Non HGV)**  
A J Williams (202644)  
SCP 15-20  
JE ID 2996

**Public Lighting Skilled  
Operative**  
A Thomas (905319) #  
Ben Whitton (942964)  
SCP 20-25  
JE ID 3291

**Streetcare Driving Skilled  
Operative (Non HGV)**  
A Cooper (939508)  
P. Bleasdale (202203)  
C. Roberts (450921)  
VACANT \*  
SCP 15-20  
JE ID 2996

[Multi-task gang]

[Multi-task gang]

[Lighting gang]

**Roadworker**  
R Sparey (939173)  
SCP 11-15  
JE ID 1545

**Seasonal Horticultural  
Operatives**  
VACANT x 2  
SCP 11-15

\* Former M Lewis post to be kept vacant pending review 3/6 months in light of new contract  
# has completed electrician qualification

[General maintenance resource pool with staff deployed  
as required]

Note: D Davies 202070 - Streetcare Driving Skilled Operative HGV redeployed to Neighbourhood Services