

ENVIRONMENT DIRECTORATE

PERSONNEL COMMITTEE

Report of the Head of Streetcare – Michael Roberts

15th January 2018

SECTION A – MATTER FOR DECISION

Wards Affected: All

AMENDMENT TO STAFFING STRUCTURE OF HIGHWAYS AND DRAINAGE SECTION

1 Purpose of the Report

The purpose of this report is to seek Members approve to create four Streetcare Driving Skilled Operatives (Non HGV) posts (Grade 4 – JEID2996) with effect from 1st April 2018 and delete four Roadworkers (Grade 3) posts. All posts are within the Drainage and Highways Section of the Environment Directorate.

2 Background

There are four Roadworkers (Grade 3) with the teams that deal with reactive highway and drainage repairs. The employees were previously Modern Apprentices and are now fully trained and experienced. Given their skills they are now regularly undertaking more skilled roles and acting up.

To protect the Council's investment and improve operational flexibility it is now proposed that the four roadworker posts be deleted and the four employees occupying these posts be offered suitable alternative employment as Driving Skilled Operatives (Non HGV) (Grade 4). This will utilise the skills they have learned during their employment whilst also contributing to flexibility and service delivery. Existing and Proposed structures are shown in Appendix A.

3 Financial Impact

Please see Financial Appraisal shown in Appendix B. To meet the additional maximum budget costs, budget changes are proposed as follows:

Drainage Day to day budget transfers to staffing budget

General contract work underspend	£3,260
Transport underspend	£4,000

Streetworks budget transfers to staffing budget

Office equipment	£1,000
Additional income from defect fees	<u>£8,600</u>

Total £16,860

4 Equality Impact Assessment

A Screening Assessment has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010. After completing the assessment it has been determined that this proposal does not require an Equalities Impact Assessment.

5 Workforce Impact

These changes are in line with the Council's Management of Change in Partnership Policy and will provide greater flexibility in the workforce and help with retention of the operational staff the Council has trained.

6 Legal Impact

There are no legal impacts associated with this report.

7 Risk Management

Further to the Council's investment in them these operatives are now skilled and if they are not paid as such they may seek promotional opportunities elsewhere outside the Council.

8 Consultation

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

9 Recommendation

It is RECOMMENDED that Members APPROVE the creation of four Streetcare Driving Skilled Operatives (Non-HGV) (Grade 4 – JEID2996) with effect from 1st April 2018 and delete four Roadworkers (Grade 3) posts. All posts are within the Highways and Drainage Section of the Environment Directorate.

FOR DECISION

10 Reason for Proposed Decision

To help retain qualified staff that the Council has invested in and to improve flexibility within the reactive highway maintenance teams

11 Implementation of Decision

The decision is proposed for immediate implementation.

12 Appendices

Existing and Proposed Structures – Appendix A

Financial Appraisal – Appendix B

13 List of Background Papers

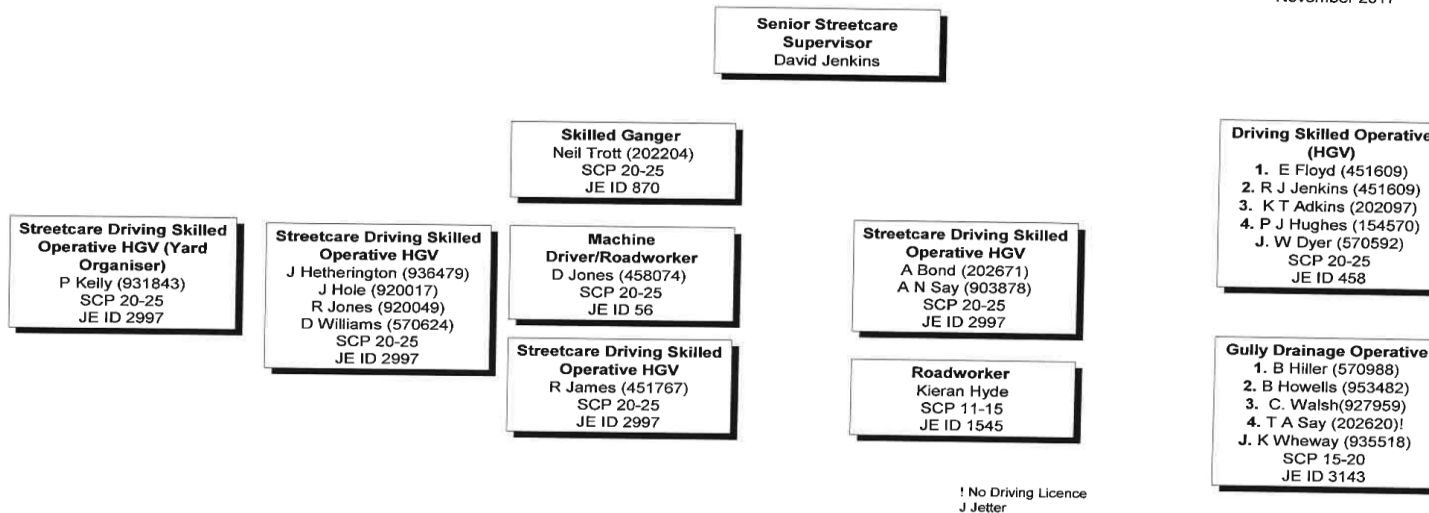
None

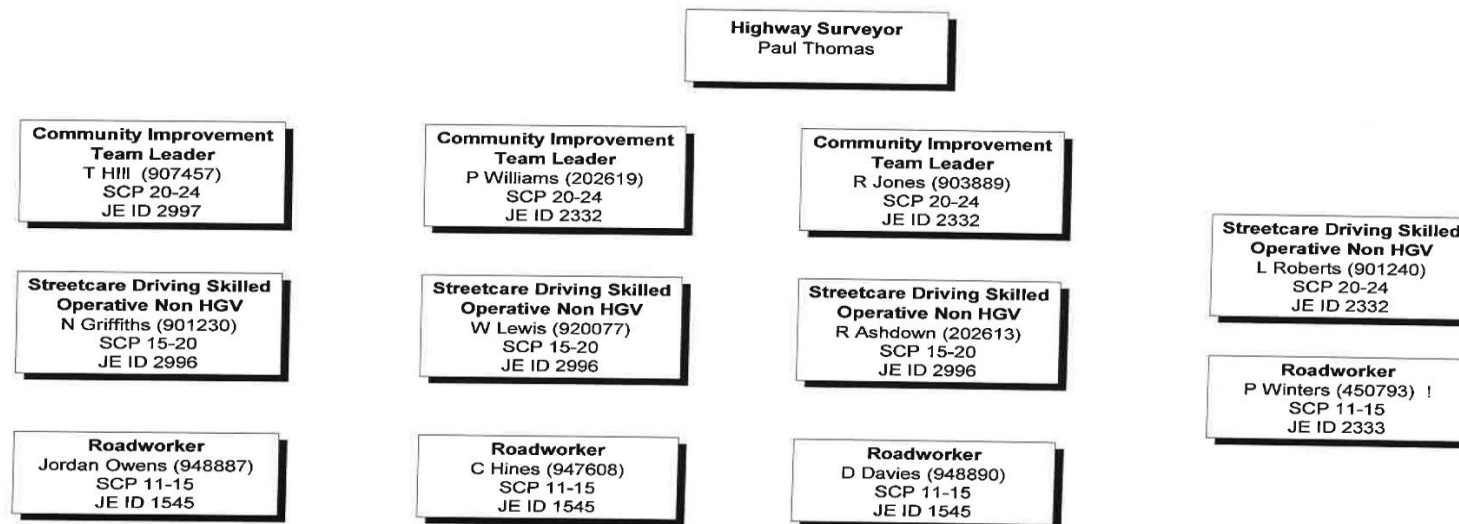
14 Officer Contacts

Steve Owen, Highways and Drainage Services Manager.
Tel: 01639 686304 or email: s.owen@npt.gov.uk

Appendix A Existing Structures

Environment Directorate
Operational Employees
November 2017



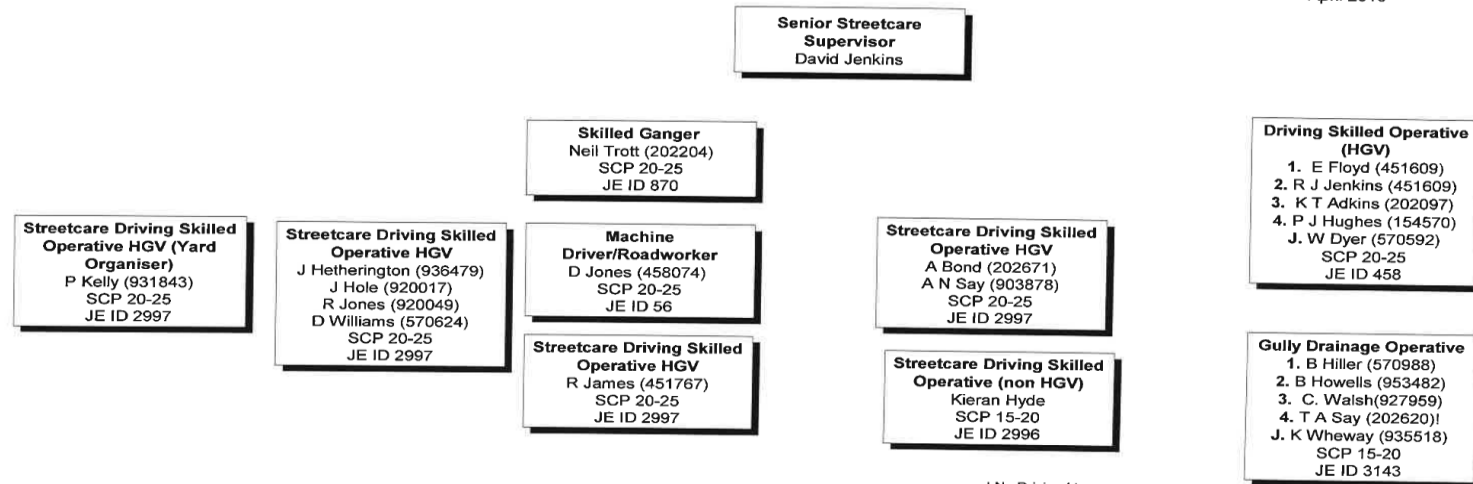


! No driving licence

Appendix A

Proposed Structures

Environment Directorate
Operational Employees
April 2018



! No Driving Licence
J Jetter

Highway Surveyor
Paul Thomas

**Community Improvement
Team Leader**
T Hill (907457)
SCP 20-24
JE ID 2997

**Community Improvement
Team Leader**
P Williams (202619)
SCP 20-24
JE ID 2332

**Community Improvement
Team Leader**
R Jones (903889)
SCP 20-24
JE ID 2332

**Streetcare Driving Skilled
Operative Non HGV**
N Griffiths (901230)
SCP 15-20
JE ID 2996

**Streetcare Driving Skilled
Operative Non HGV**
W Lewis (920077)
SCP 15-20
JE ID 2996

**Streetcare Driving Skilled
Operative Non HGV**
R Ashdown (202613)
SCP 15-20
JE ID 2996

**Streetcare Driving Skilled
Operative Non HGV**
L Roberts (901240)
SCP 20-24
JE ID 2332

**Streetcare Driving Skilled
Operative Non HGV**
Jordan Owens (948887)
SCP 15-20
JE ID 2996

**Streetcare Driving Skilled
Operative Non HGV**
C Hines (947608)
SCP 15-20
JE ID 2996

**Streetcare Driving Skilled
Operative Non HGV**
D Davies (948890)
SCP 15-20
JE ID 2996

Roadworker
P Winters (450793) !
SCP 11-15
JE ID 2333

! No driving licence

FINANCIAL APPRAISAL

SET UP COSTS

<u>Costs</u>	<u>This Year (2018/19)</u>
	<u>£</u>
Recruitment Costs	0
Accommodation Costs	0
Office Costs	0
Others	0
Total Set Up Costs	<u>0</u>

RECURRING COSTS

<u>Costs</u>	<u>This Year £'000</u>	<u>Maximum £'000</u>
Employee Costs (from Financial Appraisal Statement)		
- Starting Salary x 4	93,424	106,956
- Additional cost at Maximum Salary		
Accommodation Running Costs		
IT Annual Costs		
Other Running Costs (Specify)		
Total Recurring Costs	<u>93,424</u>	<u>106,956</u>
<u>Funding of Recurring Costs</u>		
<u>External Sources</u>		
Specific Grant:		
- staffing costs		
- other		
Funding from External Agencies		
Service Level Agreement		
Other (Specify)		
<u>Internal Sources</u>		
Existing staff Budget Allocation 4 x grade 3	90,096	90,096
Budget transfers from elsewhere within Highway and Drainage Services		
	3,328	16,860
Total Funds Available	<u>93,424</u>	<u>106,956</u>