

20 March 2014.**Agenda Item:**

REPORT OF SERVICE DIRECTOR, HIGHWAYS

RESTRUCTURE OF THE HIGHWAYS DIVISION

Purpose of the Report

1. The Highways Division, in order to meet the budget challenges for 2015/2016, has refined the current structure.
2. Consultations with staff and trade unions have now been undertaken on the detailed staff structure for the division. Responses have been given to all staff enquiries raised during the informal and formal consultation periods running from 12/11/13–06/12/13 and 02/01/14–31/01/14 respectively
3. The report therefore seeks approval of the staff structure (Appendix A) to allow completion of the enabling process by the end of April, to minimise uncertainty for staff and to achieve the budget savings at the earliest opportunity.

Information and Advice

4. In order to meet the challenge of delivering services within a significantly reduced budget, it is proposed that efficiency savings are necessary. An operational and organisational review of the Highways Division has been undertaken to ensure that, despite the necessary staffing reductions, services continue as far as possible to meet customer needs.

Other Options

5. None. A structure change was required in order to deliver services with reduced resources.

Reason/s for Recommendation/s

6. The recommendations are proposed to assist in the delivery of the budget reductions necessary to meet the authority's financial challenge.

Statutory and Policy Implications

7. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

8. The restructure will provide a cost saving of £1.5m

Human Resource Implications

9. The human resource implications are set out in the report. Staff and the relevant trade unions have been consulted on the proposals. The restructure will incur staffing reductions of 105.70 full time equivalent posts.

Implications for Service Users

10. More time may be needed for resolving complex customer enquiries.

RECOMMENDATION/S

It is recommended that:

The staff structure shown at Appendix A be approved.

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Service Director, Highways

For any enquiries about this report please contact: Andrew Warrington ext. 74681

Constitutional Comments (SLB 20/2/2014)

11. Transport and Highways Committee is the appropriate body for considering the content of this report. It is responsible for approving departmental staffing structures as required, subject to the Employment Procedure Rules which state that all reports regarding changes to staffing structures must include HR advice and any views provided by the recognised trade unions. The trade unions must be consulted on all changes.

Financial Comments (TMR 25/02/2014)

12. The financial implications are set out in paragraph 8.

Background Papers and Published Documents

None

Electoral Division(s) and Member(s) Affected

All divisions