

Personnel Committee

Minutes of the meeting held on 28 July 2016

Present:

Councillor Flanagan- In the Chair
Councillors Andrews, Battle, N Murphy, and S Newman

Apologies

Councillor Bridges, Leese, S Murphy, Priest and Rahman

PE/16/18 Minutes

Decision

To agree the minutes of the meeting 1 June 2016 as a correct record.

PE/16/19 – Senior Management Arrangements - Highways

The Committee considered a report of the Chief Executive and Director of Highways which set out proposed arrangements for the management structure of the department. At its meeting on 10 May 2016, the Committee received a report which set out the strategic direction for the Highways service and established the Director of Highways post.

The Interim Director of Highways was appointed in May 2016. A review of the current operation of the highways service and its short, medium and long-term priorities has been undertaken. The operation of senior management arrangements across functions was also reviewed. This report described the development of an integrated approach to the development and management of highways and proposals to establish a new senior management team to secure effective strategic, executive and delivery arrangements for the service. The Committee was asked to approve these arrangements.

Decision

1. To note that the Director of Commercial Services will transfer to the Highways Service reporting to the Director of Highways with no change to current salary.
2. To approve the regrade and re designation of the post of City Centre Wide Support Lead at a Grade 12 to the Head of Citywide Highways at a salary of £70,000 reporting directly to the Director of Highways.
3. To approve the establishment of two new posts of Delivery Manager (Highways Capital Programme) and Commercial Manager at a salary of £56,772 reporting to the Director of Commercial Services.
4. To note the Strategic Lead (Public Realm) will support the transition of the new integrated service for a period of 12 months to the Director of Highways.

The post of Strategic Lead, Public Realm will be disestablished after this 12 month period.

6. To note the disestablishment of the following posts: Strategic Lead Public Realm (after 12 months), and Client Manager.
7. To note the intention to engage in a strategic partnership arrangement to provide Highways with enhanced capacity to deliver, support the development of the permanent workforce and to facilitate the implementation of career pathways across all elements of the Highways Service.
8. To provide delegated authority to the Chief Executive and Interim Director of Highways in consultation with the relevant Executive Member(s) and Deputy Chief Executive (People, Reform and Policy) to develop and implement changes at Grade12 and below within Highways.
9. To note that recruitment to these senior posts will be undertaken in accordance with people principles.