

**OFFICER DELEGATION SCHEME
RECORD OF OPERATIONAL DECISION**



TO BE UPLOADED TO THE E-MEETINGS MANAGER

Date: 11 th January 2019	Ref No: 1687
Type of Operational Decision:	
Executive Decision <input checked="" type="checkbox"/>	Council Decision <input type="checkbox"/>
Status: For publication	
Title/Subject matter:	
<p>Proposal to merge Highway Maintenance, Street Lighting and Grounds Maintenance Services including the appointment of a new position of Head of Street Scene Maintenance</p>	
Budget/Strategy/Policy/Compliance – Is the decision:	
(i) within an Approved Budget	yes
(ii) not in conflict with Council Policy	yes
(iii) not raising new issues of Policy	yes
Equality Impact Assessment [Does this decision change policy, procedure or working practice or negatively impact on a group of people? If yes – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]	No
Details of Operational Decision Taken [with reasons]:	
<p>The proposal is to bring together Highway Maintenance, Street Lighting and Grounds Maintenance Services under the leadership of a new position of Head of Street Scene Maintenance. It is proposed that recruitment for the new position is ring-fenced to the two most senior and qualified positions of Group Engineer Street Lighting and Group Engineer Highway Maintenance. Following the appropriate recruitment process it is proposed to delete the resulting vacant Group Engineer position.</p> <p>The Grounds Maintenance Manager and Business Development Manager have not be ring-fenced for recruitment because they not have the required level of qualification.</p> <p>The Head of Street Scene Maintenance will be responsible for the longer term street scene maintenance strategies as well as the developing joined up structures and systems and the development of efficient and effective back office structures.</p>	




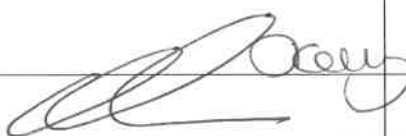

Details of Operational Decision Taken [with reasons]:

It is also proposed that the Head of Street Scene Maintenance be directly responsible for the existing Business Development Manager currently working alongside the Grounds Maintenance Team.

The proposed restructure has already been through due process including the new position have job evaluation and moderation. The business case has also been to the relevant S188 meeting and 30 day consultation.

The cost of the restructure is £3823 and will be funded from savings already achieved within highway maintenance back office structure. It is expected that the new position will come into effect in January 2019.

For further information please see the consultation proposal document.

Decision taken by:	Signature:	Date:
Interim Director, Operations		11/01/19
Assistant Director - Operations		11/01/2019
Head of Workforce CWB/Operations		11/1/19
Members Consulted [see note 1 below]		
Cabinet Member/Chair		21.1.19 11/JAN/2019
Opposition Spokesperson		14/2/19

Notes

1. It is not generally a requirement to consult with any Members on Operational Decisions but where a Chief Officer considers it necessary to consult with the appropriate Cabinet Member and/or Lead Member, they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained to confirm that he/she has been consulted.
2. **This form must not be used for urgent decisions.**