

**MANCHESTER CITY COUNCIL
REPORT FOR RESOLUTION**

REPORT TO: PERSONNEL COMMITTEE

REPORT OF: THE CHIEF EXECUTIVE

DATE: 16 DECEMBER 2009

**SUBJECT: PROPOSED TRANSFER OF HIGHWAYS DIVISION TO THE
NEIGHBOURHOOD SERVICES DIRECTORATE.**

PURPOSE OF REPORT

To set out proposals for the transfer of the Highways Division from the management of the Deputy Chief Executive (Regeneration) to the management of the Strategic Director of Neighbourhood Services.

RECOMMENDATIONS

It is recommended that the Committee –

1. Approve the transfer of all service areas that currently fall within the Highways Division of the Chief Executive's Department to the Neighbourhood Services Directorate under the line management of the Director of Commercial Services effective from 1 January 2010.
2. Grant delegated authority to the Strategic Director of Neighbourhood Services, acting in consultation with the Head of Personnel to implement all relevant managerial arrangements to incorporate the Highways Division into Neighbourhood Services and deal with any other staffing matters arising.

FINANCIAL CONSEQUENCES FOR THE CAPITAL AND REVENUE BUDGETS:

There will be no financial impact on the budget for 2009/10. It is proposed that the relevant budgets for the service are transferred to the Strategic Director of Neighbourhood Services effective from 1 April 2010

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BACKGROUND DOCUMENTS:

WARDS AFFECTED:

None

IMPLICATIONS FOR KEY COUNCIL POLICIES:

Anti-poverty	Equal Opportunities	Environment	Employment
No	No	Yes	No

1. INTRODUCTION

- 1.1 The Highways Services Division currently falls under the line management of the Deputy Chief Executive (Regeneration) and is responsible for:
- Management of traffic within the city boundary;
 - Maintenance and improvement of the fabric of the highway network within the city;
 - Discharges the statutory function of “Highways Authority” on behalf of the City Council.
 - Manages Greater Manchester Urban Traffic Control and Transportation Units on behalf of AGMA
- 1.2 Highway Services was formally re-designated by Personnel Committee in November 2008 and is made up of the former Engineering Services and Technical Services (excluding grounds maintenance, cemeteries and crematoria).
- 1.3 Engineering Services includes the two AGMA Transport Units, and Manchester Engineering and Design Consultancy (MEDC) who provide design and advice services for traffic, highways, landscapes and bridges. MEDC project manage highway schemes from design through to implementation. Also within Engineering Services is the Road Safety Team delivering education, training and publicity for customers, especially schools. This team also manages the School Crossing Patrol Service.
- 1.4 Technical Services, in the former Environment and Operations Directorate, became part of the Chief Executives Department in April 2008 and now come under the management of the Head of Highway Services. Technical Services undertake the overarching regulatory, enforcement and management duties for the network in accordance with various acts, such the Highways Act and New Roads and Streetworks Act. They provide a front line service maintaining the integrity of the City’s highway assets.
- 1.5 The Highways Service currently employs 388 people and the management structure for the service is shown at Appendix 1.
- 1.6 An options appraisal is currently underway around the strategic development of Highways Services with a view to developing a revised service delivery model. This options appraisal is taking place under the auspices of the Manchester Improvement Programme and it is intended to set out formal proposals for consideration by Members in due course.
- 1.7 In addition under arrangements considered by AGMA for the development of strengthened governance arrangements for transport, the various transport units, including GMTU and GMUTC, are likely to be consolidated within the PTE. The timing of this proposal is now under active discussion.

- 1.8 However, notwithstanding the revised service delivery arrangements it is evident that the workload and responsibilities of the Highways Services Division is shifting to become much more closely aligned to other street based and neighbourhood focused services. Arising from this, the Chief Executive believes that it is timely to consider where this function is best located organisationally to optimise strategic alignment with other services.

2. RATIONAL FOR CHANGE

- 2.1 The Neighbourhood focus strategy supports the principles of aligning and integrating services that can focus greater delivery to Manchester residents at a local level and the transfer of Highways to Neighbourhoods will support this.
- 2.2 Over the past five years, the Highways Service has moved away from major road building programmes and future work programmes and priorities are anticipated to be more focused on the delivery of highway maintenance schemes in neighbourhoods. It is increasingly evident to the Chief Executive that there are now quite significant synergies between Highways Service functions and other street/ neighbourhoods based services and in particular Manchester Contracts to effect better strategic planning.
- 2.3 Other benefits can be derived from bringing together Neighbourhood focused services under one Strategic Directorate and the transfer of Highways management into Neighbourhood Services creates opportunities to examine synergies across services. It would also facilitate the development of a cohesive approach to culture change which would take into consideration the wider transformational agenda.
- 2.4 The transfer would increase the level of skills and knowledge within Neighbourhoods in areas which could support existing workstreams within the Neighbourhood Services transformation programme This is in relation to looking at the Council having one enforcement body, and also to focus on the improved and integrated management of streets and open spaces.

3. PROPOSAL

- 3.1 The Highways Service is currently subject to a Service Improvement Project which is being undertaken in three phases. The first of these is complete and as momentum gathers on the remaining phases it is envisaged that the review will be concluded under the new management arrangements.
- 3.2 The Chief Executive recommends that the Highways Service is transferred to the line management of the Director of Commercial Services in the Neighbourhood Services Directorate effective from January 2010 with the relevant budgets transferring to Neighbourhoods with effect from April 2010.
- 3.3 If the Committee is agreeable to the realignment proposed, it is requested that delegated authority be given to the Strategic Director of Neighbourhood Services, acting in consultation with the Head of Personnel to implement all

relevant managerial arrangements to incorporate the Highways Division into Neighbourhood Services and deal with any other staffing arrangements which arise as a result of the transfer.

4. CONCLUSION

- 4.1 Bringing the Highways Service into the Neighbourhood Directorate will enable us to develop a greater cohesive approach to service delivery across a range of areas and provide a more integrated service which is more fully equipped to address key priorities and the needs of local communities and neighbourhoods.

5. IMPLICATIONS FOR KEY COUNCIL POLICIES

- 5.1 The proposals set out in this report will support the development of more integrated working structures between Highways Services and other Neighbourhood Services functions, in line with the Council's wider environmental strategies.

ATTACHED AS APPENDIX

1. Current Senior Management Structure.

APPENDIX 1

CURRENT SENIOR MANAGEMENT STRUCTURE

