

Decision under Delegated Powers

Officer Requesting Decision Street Scene Manager

Officer Making the Decision - Chief Executive

Recommendation

1. In line with HR recommendations, the 37 hour post of Street Environment Manager, M006 is re-graded from Scale 6 to SO1 backdated from 21st May 2013 (post 1).
2. That 22 hrs of post M006 scale 6 be deleted and a new 22 hrs post Street Wardens Operations Manager at scale 6 be created (post 2)
3. That the vacant 6 hrs in post M006 be deleted.

Reason

To reflect the new divergent responsibilities of the two roles and to fund the change in grading of the Street Environment Manager post.

Authority for Decision

Authorisation of changes to the establishment, within budget and without major service or policy implications is delegated to the Chief Executive (Item 6 on page 3-25 of the Constitution).

This has been further sub delegated by the Chief Executive to the Heads of Service in certain circumstances (DD ref 28 11/12). These proposals fall within the limit of the authority of the relevant Head of Service.

Decision and Date

APPROVED



12 FEB 2014

Background

The Street Management team was established in 2006 to enforce off street parking and environmental crime. The responsibility for on street parking enforcement was added in May 2007 in line with a service level agreement with Leicestershire County Council.

Management of the council owned car parks is also the responsibility of Street Management. This includes 13 car parks across the Borough including one multi storey in Loughborough which is operated by a pay on foot method of payment and Granby Street in Loughborough which is also due to become a pay on foot car park in 2014.

It has become apparent during the last 20 months that the emphases of the two Street Environment Manager's roles have changed. The Street Environment Manager (post 1) manages the Street Wardens but also assists in the future development of the Street Management service along with the Street Scene Managers.

The majority of the role of the second Street Environment Manager (post 2) is managing the Street Wardens and delivering the on and off street parking enforcement function in line with the Service level agreement with Leicestershire County Council.

The second Street Environment Manager role needs a new job title and post number due to the difference in the two roles and the salary.

Comments from HR:

HR Advisor: Anna Cairns (16/1/14)

Summary of Comments from HR: The correct process has been followed regarding the review of job descriptions and job evaluation. This has led to two new posts being created. Both employees have been advised and involved in this process.

Financial Implications

The maximum cost of re-grading 37 hour post M006 from Scale 6 to SO1 (Scp 29-31) is calculated at £3,500

The funding for M006 re-grade has been made by deleting vacant 6 hours of M006 £4,900, the balance of £1,400 will be retained as an overtime budget within Street Management...

Risk Management

No specific risks have been identified

Key Decision: No

Background Papers: None