



# Buckinghamshire County Council Select Committee

Transport, Environment and Communities Select Committee

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## Report to the Transport, Environment and Communities Select Committee

<b>Title:</b>	TfB Update on Staff Structure
<b>Committee date:</b>	23 <sup>rd</sup> June 2015
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<b>Cabinet Member sign-off:</b>	Mark Shaw

### **Purpose of Agenda Item**

Following an update on the TfB Progress at the Environmental, Transport and Locality Services Select Committee in February 2015 Members requested an update on staffing structures and the progress with customer focus improvements. This report provides members with an update on Staffing Structure for both the Client and TfB.

### **Background**

At the last Select Committee, Members were advised that there was recognition that the service area needed to be strengthened and interim appointments have been made to various posts within the Client Team. The posts of Director of Transport and Head of Highways (Client) were filled on an interim Basis.

Also the Service Provider and Contractor to BCC Ringway Jacobs had a number of vacancies and a series of meetings are held between the two parties to discuss future shared resourcing strategies including possible graduate placements, trainee programmes, placements/secondments, apprentices etc.

For full update on both the TfB Contractor and Client Structure; **See Appendix A + B**



## **Summary**

The BCC Client Structure consists of 6 Permanent post and 4 Fixed Term contract which are dependent on the workloads. Currently all post have been successfully filled in, either by permanent staff or through agencies; Out of the 6 Permanent posts 2 are permanently filled and interviews are currently been held for 3 further posts; see *Appendix B for full details*.

The re-organisation of the TfB structure is substantially complete. Of the 310 posts there are currently 15 unfilled positions. A number of the positions are the result of the internal transfer of TfB staff between teams and are expect to be filled by the end of June. This includes at least 2 graduate positions.

TfB currently has 4 apprentices. This will increase, as the process to recruit apprentices has commenced and is expected to be complete in September.

## **Key issues**

Vacancies across UK have increased substantially over the last 12 months; firms have 27% more vacancies than a year earlier. This together with the shortage of skilled personnel means that organisations including BCC find recruiting challenging if not extremely difficult.

Some areas of the TfB structure require highly specialised resources to deliver the service (e.g. Urban Traffic Management Control - UTMC).

The delivery of the HS2 project within the County will require substantial civil engineering resources, and is likely to result in further pressures in the recruitment market.

## **Resource implications**

The cost of filling vacancies with agency staff is more expensive than direct employment. Many of these resources are revenue funded, and will put pressure on revenue based budgets.

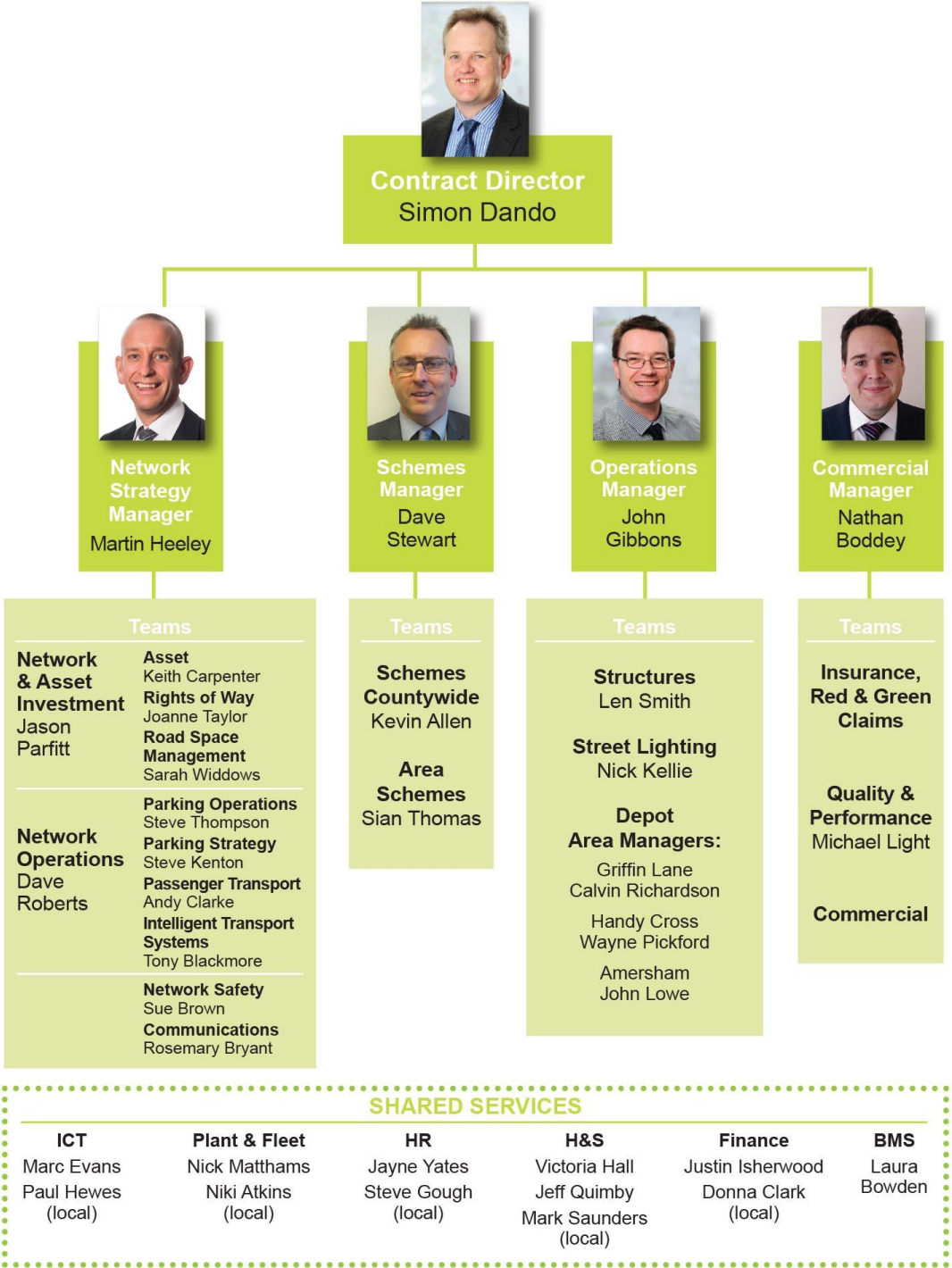
## **Next steps**

To constantly review both the Client and TfB organisation to ensure it is the right size, shape, and diversity to improve performance, reduce headcount where appropriate and to continue to interrogate the local and regional employment markets to identify and employ new talent.

To jointly utilise the BCC and Ringway Jacob's graduates and apprenticeship training schemes to recruit and retain staff into both site and office based roles.

# Appendix A

## TfB Structure



## Appendix B

### Transport Services – Structure Update

Post	Contract	Function	Comments
Director of Transport Services	Perm	Transport Services	Long term Interim Appointment Permanent recruitment being reviewed Resourcing to direct source candidates
Head of Highways Client	Perm	Transport Services	Short term Interim appointment Out to the market & Interviews due June '15 Resourcing to direct source candidates till End June '15
Client Contract Manager (Operations)	Perm	Transport Services	Resourcing commissioned to move forward to advertise externally shortly
Client Contract Manager (Operations)	Perm	Transport Services	In Post
Contract Support Officer	Perm	Transport Services	In Post
Contract Works Quality Inspector	Perm	Transport Services	Shortlisted and Interviews due in June '15. Resourcing to direct source candidates
Contract Works Quality Inspector	FTC	Transport Services	Shortlisted and Interviews due in June '15. Resourcing to direct source candidates
Contract Works Quality Inspector (CMP)	FTC	Transport Services	Resourcing to direct source candidates
Contract Works Quality Inspector (CMP)	FTC	Transport Services	Resourcing to direct source candidates
Contract Works Quality Inspector (CMP)	FTC	Transport Services	On hold

