

THE HIGHLAND COUNCIL
PLANNING, DEVELOPMENT AND INFRASTRUCTURE
COMMITTEE

Agenda Item	20
Report No	PDI 40/15

3 JUNE 2015

AMENDMENT TO TRANSPORT PLANNING TEAM STRUCTURE

Report by the Director of Development and Infrastructure

Summary

This report sets out a proposal to carry out a small scale restructuring of the Transport Planning team as a result of a review of management structures and an assessment of the requirements of the Development & Infrastructure Service and Community Services.

1. Background

- 1.1 The current Transport Planning team, based in HQ, is responsible for transport strategy, development management, and urban traffic management (traffic lights). The team is managed by the Integrated Transport Manager, who is also responsible for a number of functions carried out in Community Services (public transport, road safety and safer routes to school). The current structure is shown at **Appendix 1**.
- 1.2 Following the recent departure of the Integrated Transport Manager, the opportunity was taken to review existing arrangements and to assess whether the structure and management arrangements were fit for purpose. It was concluded that, in order to provide a better fit between strategic and operational issues, a localised restructure would deliver benefits. It was also clear that the Council would be better served by clear management responsibilities within each Service.

2. The new Structure

- 2.1 It is proposed to rename the Integrated Transport Manager post to that of Transport Planning Manager. In addition, it is proposed to move the posts currently located within Community Services as part of the Road Safety/Safer Routes to School team into the wider Transport Planning team in the Development & Infrastructure Service. This will ensure an effective fit with transport strategy, land use strategy and development management work, and allow more effective links with the Project Design Unit, who will continue to be responsible for the design and delivery of projects.
- 2.2 It is proposed that the Urban Traffic Management team (2 posts) be moved to Community Services to better reflect the operational nature of their work, as well as to assist in the delivery of projects such as Decriminalised Parking Enforcement. One of the current vacant posts in the Road Safety/Safer Routes to School team will be retained within Community Services, to assist with the delivery of these priorities. The proposed structure of the reorganised team in

Development & Infrastructure Service is shown at **Appendix 2**. A report on the changes within Community Services will be presented to the Community Services Committee on 4 June 2015.

3. Consultation with Staff

3.1 Consultation has taken place with the staff affected and with the Trade Unions. It is considered that the relatively minor operational issues raised in the consultation can be managed effectively within each Service, and no objections to the principle of the restructure were raised.

4. Summary

4.1 This is a relatively small scale restructure which it is hoped will deliver service improvements in terms of clarity over management responsibilities as well as better strategic fit within the new Service structures. Member approval is sought for the changes proposed.

5. Implications

5.1 Resource

There are no additional resource implications as the posts involved are already within service establishments. Small scale regrading proposals may come forward as detailed working arrangements are finalised, but these will be managed within existing service budgets.

5.2 Legal, Equality, Climate Change/Carbon Clever, Risk, Gaelic, and Rural

There are no legal, equality, climate change/Carbon Clever, risk, Gaelic or rural implications arising as a direct result of this report.

Recommendation

Members are asked to approve the restructuring proposals for the Transport Planning team contained in **Appendix 2**.

Designation: Director of Development and Infrastructure

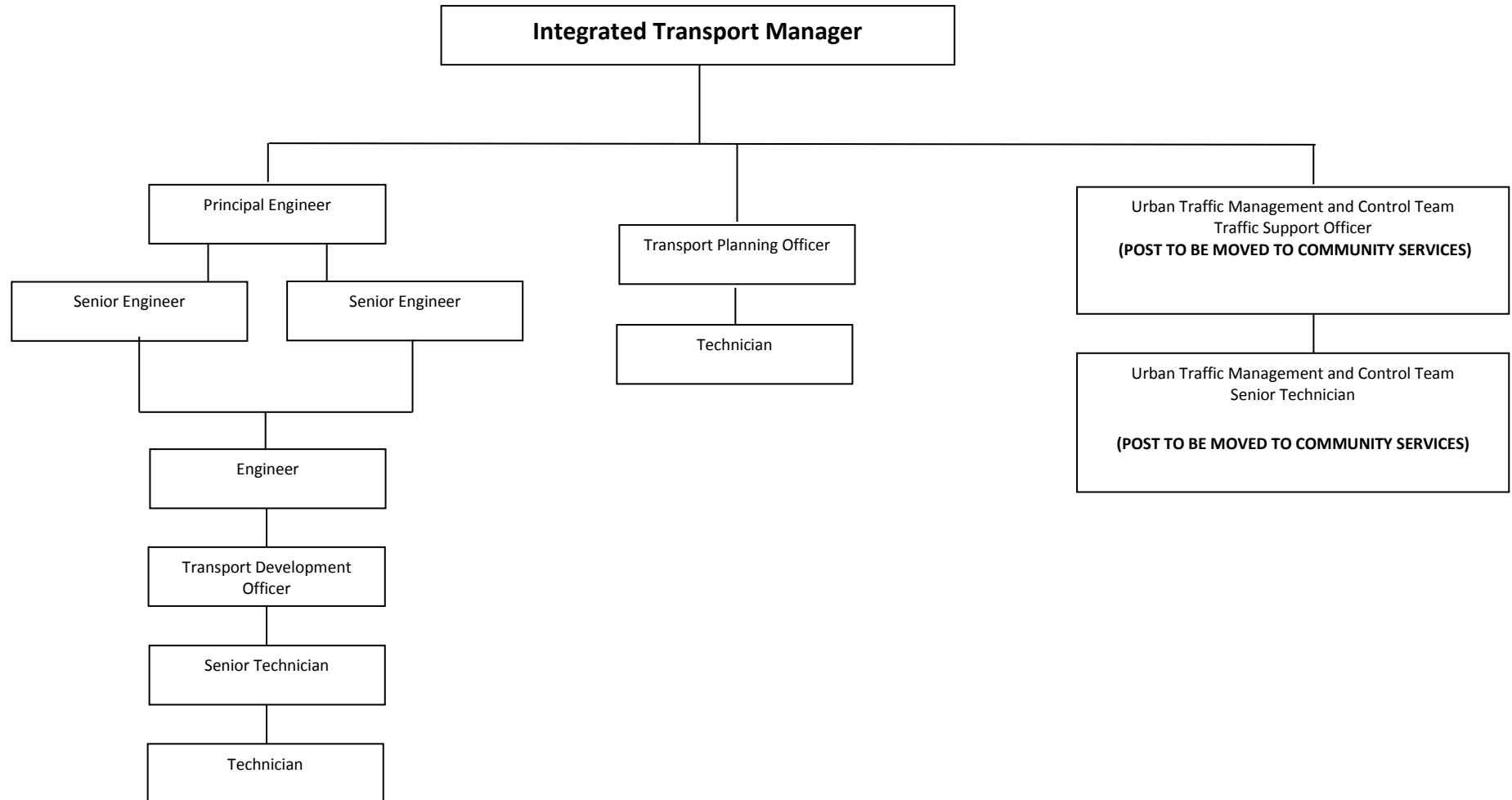
Date: 20 May 2015

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APPENDIX 1

DEVELOPMENT & INFRASTRUCTURE SERVICE

TRANSPORT PLANNING TEAM – AS IS



APPENDIX 2

DEVELOPMENT & INFRASTRUCTURE SERVICE

TRANSPORT PLANNING TEAM – TO BE

