Personnel Committee

Revised Engineering, Maintenance & PWay Structure

Committee Personnel

Date of meeting 25 April 2025 **Date of report** 2 April 2025

Report by Director of Transport Operations

1. Object of report

To advise members of the findings of a review of the Engineering, Maintenance and PWay structure and seek approval in relation to the proposed revised structure which is currently being consulted with the relevant Trade Union and affected staff.

2. Background

The Personnel Committee has received and approved a number of organisational structure reviews. While seeking to streamline the organisation, a key theme has also been to improve the levels of service with improved in-house maintenance capability and also efficiency. We also continue to review departments where we have identified increased workload across multiple workstreams as well as increased resourcing requirements to support associated complexity and governance - the restructure of Engineering, Maintenance and PWay functions within Transport Operations falls into that category.

SPT is continuing with the delivery of the Subway Modernisation programme and one of the most significant phases is the introduction of the new systems and sub-systems including signalling and telecoms, platform screen doors and also the migration from the legacy Control Room at Broomloan to a new Operational Control Centre (OCC). SPT will be fully responsible for the maintenance of the Integrated System.

3. Outline of Proposals

Following a review by the Head of Engineering & Maintenance and Director of Transport Operations and discussion with the Strategy Group, a new structure for the Maintenance Team was proposed.

This proposal aims to meet the engineering and maintenance related demands of future operational requirements, including:

- Ensuring the required flexibility, resilience and responsiveness to meet service demands promptly and effectively
- Delivering and developing a technical capability which aligns with the interfaces and integrated nature of the new Integrated System

- Increased technical input and real time monitoring of asset performance from within the OCC
- Improved technical focus on service incident planning, response, root cause analysis and improvements
- Continuous development of engineering and fault-finding capability in line with new and emerging technology
- Increased focus on individual skills development and career progression
- Succession planning
- The consolidation of the Engineering and Maintenance functions, including the removal of the Head of Service Availability & Maintenance role

Consultation with the relevant trade union and affected staff commenced on 24 February 2025. Following consultation the proposals will result in:

- an increase in the number of Shift Service Delivery Managers from 2 to 3 to support increased managerial coverage across operational hours;
- the introduction of the new role of Technician – Integrated Systems to ensure that the Maintenance function effectively covers the interfaces and synergies across the integrated systems; and
- the introduction of the new role of Maintenance Services Manager to provide first-line leadership and management of support functions including stores, performance, training and admin.

There are no proposed changes to the Engineering or PWay functions.

The current and proposed structures are attached at Appendices 1 and 2. The number of staff affected by these proposals is 34.

4. Committee action

The Committee is recommended to approve the proposed increase in staffing as detailed in this report.

5. Consequences

Policy consequences	*None directly.*
Legal consequences	*None directly.*
Financial consequences	*The proposed change and the net increase in the number of posts by 1 FTE, with other reductions considered, will result in an estimated increased net cost of £54,000 per annum the part year impact of which will be reflected in the 2025/2026 revenue budget.*
Personnel consequences	*A proposed increase in headcount and full compliance with all SPT reorganisation policies.*
Equalities consequences	*An Equalities Impact Assessment was carried out.*
Risk consequences	*None directly.*

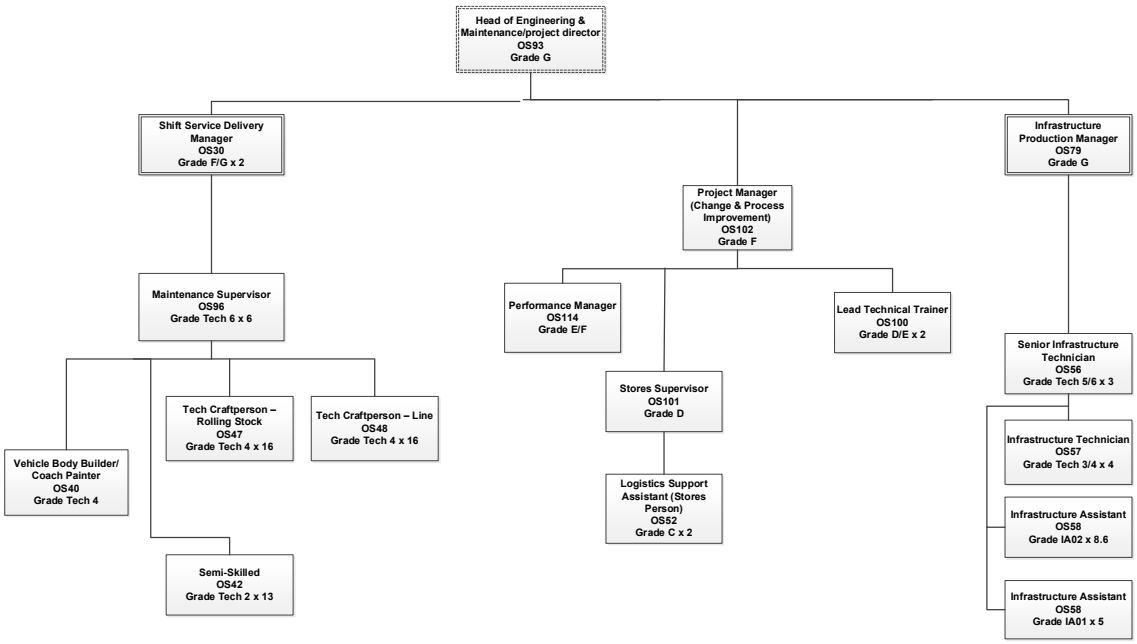
Climate Change, Adaptation & Carbon Consequences	*None directly.*

Name	Richard Robinson	**Name**	Valerie Davidson
Title	**Director of Transport Operations**	**Title**	**Chief Executive**

For further information, please contact *Richard Robinson, Director of Transport Operations,* on *0141-333 3481 or Janice Morgan, Head of HR, on 0141-333 3414.*

APPENDIX A2

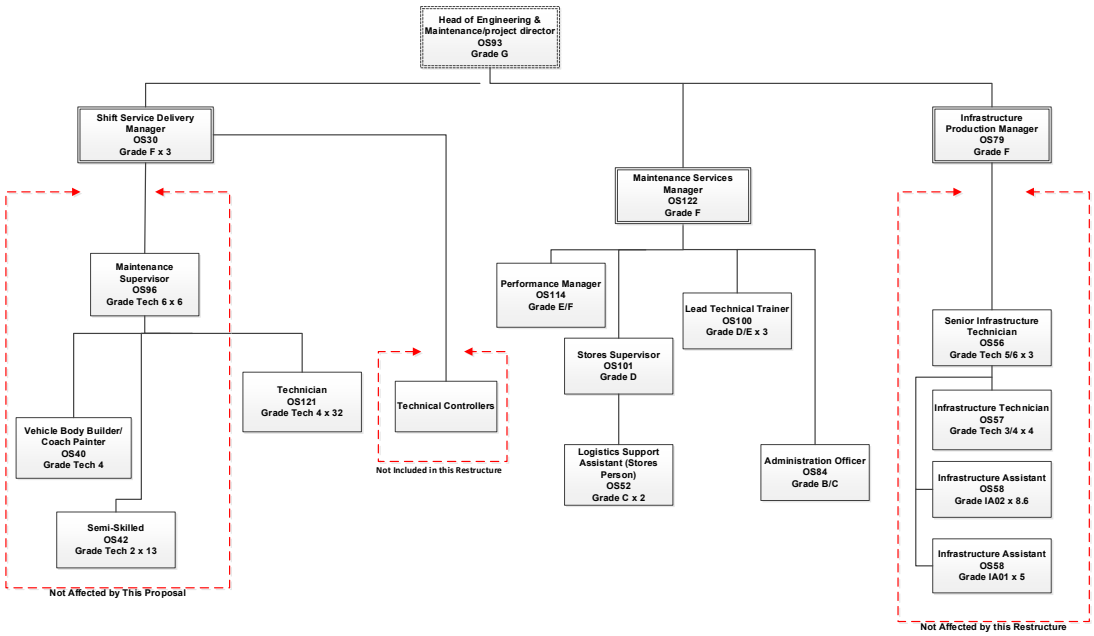
MAINTENANCE AND PWAY – CURRENT STRUCTURE



FTEs 82.6

APPENDIX B2

MAINTENANCE AND PWAY – PROPOSED STRUCTURE



FTEs 85.6

APPENDIX 2

CURRENT Employed					PROPOSED			
Job Title	**Grade**	**FTE**	**Vacancies**		**Role**	**Grade**	**FTE**	**Net Effect on FTE**
Maintenance								
Head of Service Availability & Maintenance	G	1						-1
Shift Service Delivery Manager	F/G	2			Shift Service Delivery Manager	F	3	1
Maintenance Supervisor	Tech 6	6			Maintenance Supervisor	Tech 6	6	
Tech Craftperson - Line	Tech 4	16	2		Technician - Integrated Systems	Tech 4	32	
Tech Craftperson - Rolling Stock	Tech 4	16						
Vehicle/Body Painter	Tech 4	1			Vehicle/Body Painter	Tech 4	1	
Semi-Skilled	Tech 2	13	2		Semi-Skilled	Tech 2	13	
Project Manager (Change & Process Improvement)	F	1			Maintenance Services Manager	F	1	
Performance Manager	E/F	1			Performance Manager	E/F	1	
Lead Technical Trainer	D/E	2	1		Lead Technical Trainer	D/E	2	
					Lead Technical Trainer (Fixed Term)	D/E	1	1
Stores Supervisor	D	1			Stores Supervisor	D	1	
Logistics Support Assistant	C	2			Logistics Support Assistant	C	2	
Administration Officer (Reporting outside E&M)	B/C	1			Administration Officer	B/C	1	
PWay								
Infrastructure Production Manager	G	1			Infrastructure Production Manager	F	1	
Senior Infrastructure Technician	Tech 5/6	3			Senior Infrastructure Technician	Tech 5/6	3	
Infrastructure Technicians	Tech 3/4	4			Infrastructure Technicians	Tech 3/4	4	
Infrastructure Assistant	IA02	8.6			Infrastructure Assistant	IA02	8.6	
Infrastructure Assistant	IA01	5			Infrastructure Assistant	IA01	5	
Department Total		**84.6**	**5**		**Department Total**		**85.6**	**1**