



SPT Leadership Changes

Date of meeting 3 November 2023

Date of report 16 October 2023

Report by Chief Executive

1. Object of report

To advise the Committee of changes to the respective responsibilities within SPT's senior leadership team.

2. Background to report

Partnership members were advised earlier this year of a pending retirement of the Director of Finance & Corporate Support (end date of April 2024) and the decision of the Director of Subway to leave SPT to take up a new external role.

As always, when key roles become vacant, it is appropriate to consider whether any organisational changes should take effect to ensure we are fit for future challenges.

3. Current position

Members have previously been advised of the outcome of an intensive recruitment process over the summer, with two appointments made. However, having considered the future challenges, amendments to the two senior positions have been made as follows:

Director of Finance & Corporate Support

This is the key role for internal governance and management of key services and processes which are fundamental to the success of front-line delivery.

Director of Subway

It has been decided to amend the Director of Subway role to **Director of Transport Operations**, responsible for both Subway and Bus station services. SPT owns and operates all of these services, they are very much our front line, and the Director of Transport Operations role will need to focus on developing both and transforming for the future with a key focus on customer service. This is essential as we prepare the Subway service for the new fleet introduction and the target operating model (TOM).

While this post will remain the sponsor of the project, the tasks associated with the Project Director role (as opposed to Director of Projects) will transfer to the Head of Engineering, who will focus on the delivery of key delivery points i.e. CPX and CP4-6.

As a result of the above, the Director of Finance & Corporate Support will now focus solely on maintaining financial stability and be the key role in maintaining strong governance and

development of SPT's internal services – HR, Digital, Contact Centre, Finance and Procurement. The success of these services is critical to front line delivery success.

Both roles remain part of SPT's senior leadership team. A revised organisational structure is attached at Appendix 1 for information.

4. Committee action

The Committee is asked to note the amendments to SPT's leadership responsibilities.

5. Consequences

Policy consequences	<i>None directly.</i>
Legal consequences	<i>None directly.</i>
Financial consequences	<i>None directly.</i>
Personnel consequences	<i>Revisions included within updated Job Descriptions and 2023 recruitment exercise.</i>
Equalities consequences	<i>None directly.</i>
Risk consequences	<i>None directly.</i>
Climate Change, Adaptation & Carbon consequences	<i>None directly.</i>

Name	Neil Wylie	Name	Valerie Davidson
Title	Director of Finance & Corporate Support	Title	Chief Executive

For further information, please contact *Valerie Davidson, Chief Executive* on 0141 333 3298.

APPENDIX 1

SPT OVERVIEW CHART

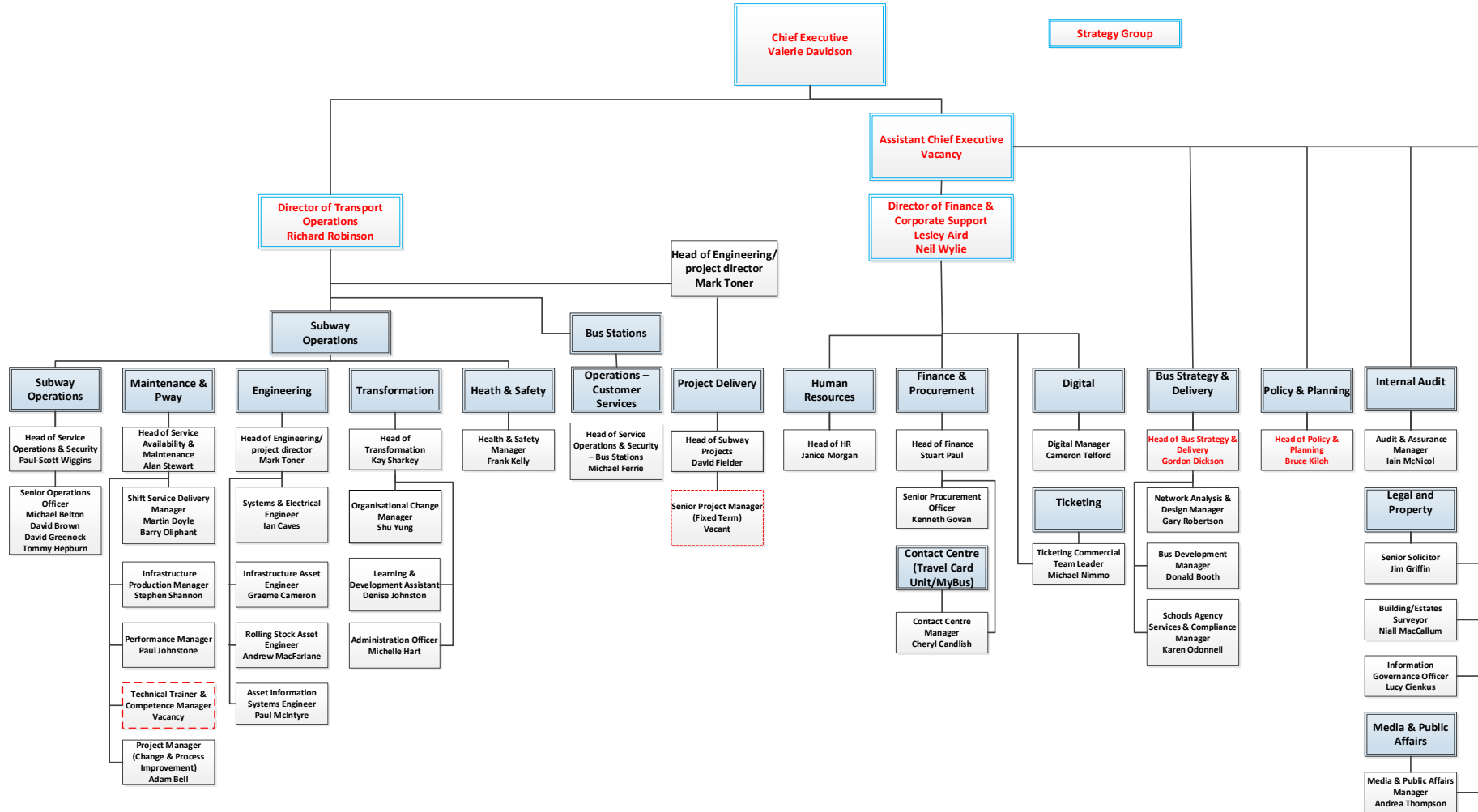


Chart 13
Last Updated 01/09/2023