

Strathclyde Partnership for Transport

Minute of Personnel Committee meeting

14 May 2010

held at: Consort House, Glasgow

contact officers:

Valerie A Bowen phone: 0141 333 3130
Kirsten Clubb phone: 0141 333 3576

Minute of the meeting of the Strathclyde Partnership for Transport's Personnel Committee held in Consort House, Glasgow, on 14 May 2010

Present Councillors David Fagan (Chair), Robert Burrows, Jonathan Findlay, Archie Graham, Mark Griffin, Alan Moir, Jim McNally, George Roberts, Chris Thompson and David Wilson and appointed members Alan Malcolm and Ronnie Mellis.

Apologies Councillors Bobby McDill, Marie McGurk and Denis McKenna.

Attending Valerie Davidson, Assistant Chief Executive (Business Support)/Secretary; Valerie A Bowen, Senior Clerk; and Eric Stewart, Assistant Chief Executive (Operations).

1. Declaration of interest

The Committee noted that there were no declarations of interest.

2. Minute of previous meeting

The minute of the meeting of 9 April 2010 (issued) was submitted and approved as a correct record.

3. Proposed revision to senior management structure

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There was submitted a joint report (issued) of 27 April 2010 by the Assistant Chief Executive (Business Support) and Assistant Chief Executive (Operations)

- (1) reminding members that the current senior management structure had been approved by the Partnership in 2006, with amendments being made as the organisation developed;
- (2) informing members
 - (a) that, following changes to the most senior level of the organisation and in light of the need to streamline the management structure and set a path and direction for responding to anticipated reductions in public service funding, the opportunity had been taken to review the remaining senior structure which would assist in bringing a clear focus on service delivery to meet the aspirations of the Regional Transport Strategy; and
 - (b) that the re-structuring proposals had come forward from both Assistant Chief Executives for their respective areas, which allowed a clear appeal process to the Chief Executive as part of the consultation process;

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- (3) appending
 - (a) the current organisational senior management structure (Appendix 1) which allowed for a complex variety of different professions and disciplines with 8 directors supported by a further 8 Heads of Service, considered now to be too elaborate for an organisation of 700 personnel; and
 - (b) a proposed structure (Appendix 2) which provided for a more customer focused ethos and reduced the number of senior staff from 11 to 7 at an anticipated overall saving of £110,000 per annum on the senior level salary bill; and
 - (c) that this anticipated saving was further to savings of £115,000 achieved at the time of the implementation of the revised Strategy Team following the retirement of the Chief Executive;
- (4) recommending that the Committee
 - (a) approve the revised structure as detailed in Appendix 2, subject to the conclusion of formal consultation with affected staff; and
 - (b) note that further changes at the next level of management would be considered and proposals brought forward for the Committee's consideration.

After consideration and having heard Mrs Davidson and Mr Stewart in further explanation and in answer to members' questions, the Committee approved the recommendations at (4) above.