

By: Managing Director of Environment and Regeneration
To: Environment & Regeneration Policy Overview Committee
3 July 2007
Subject: **Highways Restructuring Consultation**
Classification: Unrestricted

Summary: The report updates the Committee on the restructuring of Kent Highway Services

1. Introduction

1.1 On 4 December 2006 Cabinet approved proposals to radically transform service delivery within Kent Highway Services (KHS).

1.2 KHS has embarked on an extensive transformational change programme which is completely redesigning how work gets done to improve the efficiency of service delivery and customer satisfaction with the service.

1.3 One of the core strands of the Transformation Programme is focussed on KHS staff: the structure and numbers of staff required to deliver the service in the future and workforce development – ensuring that staff have the necessary skills to do their jobs, meeting the future challenges of attracting and retaining an excellent workforce, apprenticeship schemes, learning and development and so on.

2. Consultation on the new structure

2.1 The proposed new organisational structure for KHS has been informed by projects within the Transformation Programme. Consultation with staff started on 31 May 2007 for 90 days, with a shorter 30 day consultation for the seven Heads of Service roles. Unison have been involved through regular meetings of the KHS Joint Consultative Committee and through part-time secondment of two Unison stewards to the Transformation Programme.

3. Timescale

3.1 The full consultation pack is attached and includes details about the consultation process and timescale.

Recommendation

Members are asked to note the contents of this report
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