

Highways Maintenance and Management PFI
(HMM PFI)
Initial Workforce Information
Posts in Project Scope by Service Areas (a) to
(g)
as at 30 September 2008

The following information identifies the total number of posts (including any vacant posts) in the Project Scope by Service Area (excluding information to be provided by Local Services Directorate on Grounds Maintenance and Highway Trees). At this stage it is not known if any of these posts are intended to form part of the BCC Client Function or Contact Birmingham.

The majority of vacant posts that have been identified are currently filled by either existing employees 'Acting-Up' into that position or by Agency / temporary placements.

Total number of Posts within Project Scope (excluding Grounds Maintenance, and Highway Trees which will be provided separately) is **350** Posts.

HMMPFI Network Management Operational Service Analysis

Note: the Post number is the unique number given to a post and details are held and referenced by the Human Resource Information System (HRIS)

HIGHWAY MAINTENANCE – <u>Senior Management Team</u>		
Post No.	Current Position	Comments
	Network Manager	
	Assistant Network Manager	
Total		2 posts

HIGHWAY MAINTENANCE - <u>Maintenance Strategy Team</u>		
Post No.	Current Position	Comments
	Strategy Engineer	Vacant
	Contracts Engineer	
	Highway Technician - Design	Vacant – Agency
Total		3 posts

HIGHWAY MAINTENANCE – <u>Central Team</u>		
Post No.	Current Position	Comments
	Area Engineer – Project Leader	Vacant – Agency
	Design Engineer – Project Leader	
	Highway Technician – Highway Inspector (Snr)	
	Highway Technician - Design	Vacant – Agency
	Highway Technician – Customer Care	Vacant – Agency
	Highway Technician - Highway Inspector	
Total		6 posts

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HIGHWAY MAINTENANCE – <u>North Team</u>		
Post No.	Current Position	Comments
	Area Engineer – Project Leader	
	Design Engineer – Project Leader	
	Highway Technician – Design	
	Works Engineer – Project Leader	
	Highway Technician – Customer Care	DLO Redeployee
	Highway Technician – Customer Care	Vacant – Agency
	Highway Technician – Works Technician	JE Pay protection to scp 32
	Highway Technician – Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician – Works Technician	
	Highway Technician – Highway Inspector Senior	
	Highway Inspector – Works Technician	
	Highway Technician - Highway Inspector	
	Highway Technician - Highway Inspector	DLO Redeployee
	Highway Technician - Highway Inspector	DLO Redeployee
	Highway Technician - Highway Inspector	
	Technical Support Officer	Vacant – Agency
	Highway Technician - Highway Inspector	Vacant
Total		19 Posts

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HIGHWAY MAINTENANCE – <u>South Team</u>		
Post No.	Current Position	Comments
	Area Engineer	
	Design Engineer – Project Leader	
	Works Engineer	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician - Works Technician	
	Highway Technician – Customer Care	
	Highway technician - Design	Vacant – Agency
	Highway Technician - Highway Inspector	DLO Redployee
	Highway Technician - Highway Inspector Senior	
	Highway Technician – Customer Care	
	Highway Technician – Highway Inspector	
	Technical Support Officer	Vacant – Agency
Total		21 Posts

HMMPFI Network Management Operational Service Analysis

HIGHWAY MAINTENANCE – <u>Streetworks – NRSWA and Permits</u>		
Post No.	Current Position	Comments
	Streetworks Engineer	
	Highway Technician - Permits Inspector	Vacant – Agency
	Highway Technician - NRSWA Inspector	
	Highway Technician – NRSWA Inspector	Vacant – Agency
	Highway Technician - NRSWA Inspector	
	Permit Officer	JE Pay protection to scp 31
	Technical Support Officer	
	Project Leader - NRSWA	
Sub total		8 posts within scope

Streetworks – NRSWA and Permits posts NOT in scope:

	Service Improvement Manager	Vacant
	Highway Technician - Considerate Contractor	
	Technical Support Officer	Vacant – Agency
	Project Leader - Standards Compliance	
	Works Technician	
	Works Technician	
Sub total		6 posts out of scope
Total		14 posts in total

HMMPFI Network Management Operational Service Analysis

HIGHWAY MAINTENANCE – <u>Utility and Highway Support</u>		
Post No.	Current Position	Comments
	Utility & Highway Support Manager	
	Technical Support Officer	Vacancy – Agency
	Claims Processing	JE pay protection to scp 25
	Team Leader	
	Accident Site Investigator	Vacant – Agency
	Senior Support Investigator	Vacancy – Agency
	Claims Processing	Vacancy – Agency
Sub total		7 posts within scope

UHS posts NOT in scope:

	Recharges – Section Manager	JE pay protection to scp 31
	DKS Senior Support Officer	Vacant – Agency – post holder on secondment to Admin
	Over-run Charges Technical Support Officer	Vacant – Agency
	Clerical Assistant/Typist – Footway Crossing	Vacancy – Agency Post counted on Core Admin Structure*
Sub total		3* (4) posts out of scope
Total		11 posts in total (including the 1 from Core Admin)

HMMPFI Network Management Operational Service Analysis

HIGWAY STRUCTURES		
Post No.	Current Position	Comments
	Head Of Structures	
	Senior Engineer	
	Senior Technician	
	Engineer	
	Engineer	
	Senior Engineer	
	Senior Technician	
	Senior Engineer	
	Engineer	
	Projects Leader – Assets Manager	Vacant
	Projects Leader – Asset Engineer	
	Highway Technician – Assessments	JE pay protection to scp 34
	Highway Technician – Assessments	
	Engineer	Vacant – Agency
	Senior Engineer	Vacant – Atkins Contract
	Senior Engineer	Vacant – Atkins Contract
	Engineer	Vacant – Agency
	Engineer	Vacant – Atkins Contract
	Senior Technician	Vacant – Atkins Contract
	Trainee Technician	Vacant – Atkins Contract
Total		20 Posts

HMMPFI Network Management Operational Service Analysis

HIGHWAY DRAINAGE		
Post No.	Current Position	Comments
	Drainage Engineer	
	Drainage Supervisor	
	Drainage Supervisor	
	Highway Technician	
Sub-total		4 posts in scope
Note: the above posts has been identified as having a greater than 50% contribution in the delivery of the Highway Drainage Service, it should be noted that other posts, listed below, have been identified as having less than a 50% contribution to the provision of this service but are included in cost of delivering that service.		

Drainage posts NOT in scope:

	Head Of Drainage	Vacant - post holder on 'act up' from TIM3832
	Senior Drainage Engineer	Vacant – post holder on 'act up' to TIM3618
	Drainage Engineer	
	Drainage Engineer	
	Drainage Engineer	
	Drainage Assistant	Vacant
Sub-total		6 posts out of scope
Total		10 posts in total

EMERGENCY PLANNING: - OUT OF SCOPE		
Post No.	Current Position	Comments
	Quality & Emergency Planning Mgr	
	Technical Officer	
	Technical Officer	Vacant – Agency
Total		3 Posts

HMMPFI Street Lighting Operational Service Analysis

Post No.	Current Position	Comments
	Street Lighting Manager	
	Project Leader	
	Programme Manager Maintenance	
	Senior Night Monitor	JE pay protection to scp 31 + contract o/time
	Project Leader	
	Technical Officer	
	Technical Officer	JE Pay protection to scp 25
	Night Monitor	JE Pay protection to scp 25 + contract o/time
	Night Monitor	JE Pay protection to scp 25 + contract o/time
	Night Monitor	JE Pay protection to scp 25 + contract o/time
	Night Monitor	JE Pay protection to scp 25 + contract o/time
	Tech Officer	JE pay protection to scp 20
	Technical Officer	Vacant
	Trainee Technical Officer	Vacant
	Projects Leader	Vacant – Agency
	Programmes Mgr	
	Project Leader	
	Project Leader	Vacant – covered by agency
	Tech Officer	
	Tech Officer	Vacant – covered by agency
	Tech Officer	JE pay protection to scp 28
	Tech Off Inspections	JE pay protection to scp 25
	Tech Officer	JE pay protection to scp 28
	Senior Inspector	
	Project Leader	Vacant – Agency
	Engineer	Vacant – Agency
Total		26 Posts

HMMPFI Technical Administration Support – Posts in Scope:

Post No.	Current Position	Comments
	Clerical Ass.	Vacant
	Clerical Ass./WP Operator	Vacant – Agency
	Admin Asst	Vacant
	Secretary	Vacant
	Admin Assistant	Vacant
	Clerical Assistant / WP Operator	Vacant – Agency
Total		6 posts in scope

Technical Administration Support - Posts assigned to 'Contact Birmingham' / Out of Scope:

	Admin Assistant	
	Admin Ass.	Vacancy – Agency
	Clerical Ass.	
	Admin Assistant	Vacant – Post holder on secondment from TIM3127
	Admin Asst	Post works to Street Lighting Client but is counted in Core Admin
Total		5 posts to 'Contact Birmingham'

Continued overleaf

Technical Administration Support – Posts Out of Scope:

	Principal Admin Officer	
	Team Leader	
	Team Leader	
	Admin Assistant Team Leader	
	Admin Ass.	
	Ass. Team Leader	
	W.P. Supervisor	
	Clerical Ass./WP Operator	
	Clerical Ass./WP Operator	
	Admin Assistant	
	Admin Assistant	
	Admin Assistant	This post works to UHS covering Footway Crossing Activities – Vacant
	Clerical Assistant / WP Operator	Vacant – Post holder on secondment to TIM 3125 - This post works to UHS covering Footway Crossing Activities – This is a P/T post
Sub-total		12.5 posts not in scope
Total		23.5 posts in total

HMMPFI Traffic Management Services:

Post No.	Current Position	Comments
	Project Leader	
	Technical Officer	JE pay protection to scp 17
	NRSWA Assistant	Vacant - Agency
	NRSWA Assistant	Vacant - Agency
	NRSWA Assistant	JE pay protection to scp 17
Total		5 posts

Note: the above post (TCSER14) has been identified as having a greater than 50% contribution to the delivery of the Winter Maintenance service, it should be noted that other posts working in this area have been identified as having less than a 50% contribution to the provision of this service but are included in the cost of delivering that service.

During the winter maintenance period a Stand-By service is operated outside normal office hours between November – April. This can be extended on either side of these times in the event of severe weather conditions.

The provision of the 'Stand-By' (out of normal hours) winter maintenance service is provided by BCC Officers in addition to their normal work in the following way:

x 4 - Client Winter Maintenance Controllers (operating on a 1 week shift rota)

x 4 - DLO Winter Maintenance Controllers (operating on a 1 week shift rota on a stand-by basis)

Operational staff (working 1 week rota on a stand-by basis)

HMMPFI Traffic Management Services:

TRAFFIC CONTROL – UTC		
Post No.	Current Position	Comments
	Head Of U.T.C	Act Up + stand by allowance
	Technical Officer	+ standby allowance
	Technical Officer	+ shift pay
	Technical Officer	+ shift pay
	Technical Officer	+ shift pay
	Technical Officer	+ shift pay
	Project Leader	+ standby allowance
	Project Leader	Vacant
	Technical Officer	JE pay protection to scp 28
	Technical Officer	JE pay protection to scp 28
	Technical Officer	+ shift pay
	Technical Officer	
	Project Leader	Vacant
	Projects Leader	Vacant – this post is not on the structure but is on Finance list
Total		(14) 13 Posts

HMMPFI THIMBLE MILL LANE DEPOT – Street Lighting

Post No.	Current Position	Comments
	Lighting Operations Manager	
	Assistant Lighting operations Manager	
	Assistant Business Manager	
	Acting Lighting Supervisor	
	Lighting Supervisor	JE pay protection to scp 38
	Stores Technician	
	Stores Technician	
	Clerical Assistant/VDU	
	Technical Administrator	
	Charge Hand (Craft)	Vacant - Covered by Act Up
	Charge Hand (Craft)	Vacant - Covered by Act Up
	Charge Hand (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	Vacant
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	Vacant - Post holder on Act up
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	Vacant – post holder on Act up to TELECTR10006
	Electrician (Craft)	Vacant

Post No.	Current Position	Comments
	Electrician (Craft)	
	Electrician (Craft)	
	Electrician (Craft)	
	Traffic Signals/Electrician (Craft)	Vacant - Post holder on Act up
	Traffic Signals/Electrician (Craft)	
	Traffic Signals/Electrician (Craft)	
	Traffic Signals/Electrician (Craft)	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Fitter/Erector	
	Driver/Labourer	
	Driver/Labourer	
	Driver/Labourer	
	Carriageway markings	
	Carriageway markings (Craft)	
	Carriageway markings (Craft)	
	Carriageway markings (Craft)	
	Carriageway markings	
	Carriageway markings	
	Carriageway markings	VACANT – Post not in Budget
	Carriageway markings	VACANT – Post not in Budget
	Stores Technician (post reallocated from driver)	
	Technical Support Officer	JE pay protection to scp 21
	Stores & Procurement Manager	
	Asst. Stores & Procurement Mgr.	
Total		65 posts

HMMPFI THIMBLE MILL LANE DEPOT – Civils

Post No.	Post Title	Comments
	Highways Operations Manager	
	Logistics Manager	
	Business Manager	
	Technical Support Manager	
	General Manager	
	Senior Support Technician	
	Senior Technician	
	Assistant Sign Shop Manager	
	Yard Technician	Vacant –Agency
	Gate House Keeper	JE pay protection to scp 25
	Logistics Technician	Vacant – Agency
	Operations Technician	Vacant Post – Agency
	Staff Administration Officer	JE pay protection to scp 31
	Admin Team Leader	JE pay protection to scp 31
	Admin Asst. Part time	JE pay protection to scp 21
	Store Procurement Manager	
	Assistant Stores Manager	JE pay protection to scp 28
	Plant Stores Technician	Vacant – Agency
	Stores Technician	
	Stores Technician	
	Yard Support	JE pay protection to scp 25
	Sign Shop Manager	JE pay protection to scp 44
	Sign Maker Post 3	Vacant
	Sign Maker Post 2	
	Sign Maker Post 4	
	Sign Maker Post 1	
	Senior Agent 1	
	Assistant Operations Manager	
	Agent1	
	Agent 2	Vacant – Post may be deleted from structure

Post No.	Post Title	Comments
	Agent 3	
	Agent 4	Vacant – Act Up
	Agent 5	
	Road Worker	81 posts (includ. 21 vacancies)
	Paviors (Road Worker 2 plus craft supplement)	14 posts (includes 1 vacancy)
	Road Worker 3	1 post
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Sewer Worker	
	Admin Asst. (P/T - 4 day week)	JE pay protection to scp 17
	Clerical Admin	
	Yard Maintenance & Yard Support	Vacant
	Technician	Vacant
	Technician	Vacant
Total		144 posts

ROAD WORKER POST NUMBERS - TML:

Total		81		Total RW2+Craft & RW3	15