



FULL COUNCIL REPORT

Date Written	28 th July 2021
Report Author	Darren Chaffe
Service Area	Highways Operations
Exempt/Non Exempt	Non Exempt
Committee Date	8 th September 2021

To: Mayor, Ladies and Gentlemen

Highways Operatives

1.0 SUMMARY OF THE REPORT

- 1.1 Highways are responsible for managing and maintaining the County Borough's adopted highway network. This includes regular inspection, repair and maintenance of the highways.
- 1.2 As detailed in the Highways Succession Plan, Highways would like to employ 2 of the 3 apprentices that have been carrying out training for the past 2 years. It is proposed to employ 2 apprentices and 1 new Lead Hand full time from 1st September 2021. This would cost an additional £4k for each apprentice and £7k for a Lead Hand, totalling £15k per year.

2.0 RECOMMENDATION that

- 2.1 Additional funding to employ 2 apprentices on a Grade 3 and 1 Lead Hand on a Grade 4 be approved.

3.0 INTRODUCTION AND BACKGROUND

- 3.1 For the past 2 years Highways have had 3 FTE Highway Operative Apprentices, who have been part time at college working towards a level 2 Qualification and part time on site learning practical skills such as tarmacing, drainage, paving and kerbing. The Highway Operative Apprentices successfully completed their qualification in July 2021 with their apprenticeships due to end on 31st August 2021.

- 3.2 As a Council that has invested in people by supporting apprenticeships this is showing a positive approach to Corporate Social Responsibility, which is good for attracting both customers and future high-quality staff.
- 3.3 The business case to employ 2 of the 3 apprentices was accepted by CMT in July 2021.
- 3.4 It is proposed to employ 2 of the 3 apprentices (Grade 3) and 1 new Lead Hand (Grade 4) on a full-time basis from 1st September 2021. The Lead Hand will be required to direct and lead the 2 Grade 3 posts during daily activities. Recruiting a Lead Hand will also provide an additional HGV driver within Highways where there is currently a shortage.
- 3.5 The team of 3 Highway Operatives will be working in all areas of the department thereby providing additional support in carrying out highway repairs including the filling of potholes.

4.0 FINANCIAL IMPLICATIONS

- 4.1 To employ the 2 apprentices full time will cost an extra £4k per annum and to employ a Lead Hand will cost an additional £7k, totalling £15k.
- 4.2 The additional £9k funding for 2021/22 is required from 1st September to 31st March 2022 to align the current Highways budget.
- 4.3 From 2022/23 an additional £15k per annum will be required to fund two Grade 3 posts and one Grade 4 post full time (5 days @ 37 hours contract).

5.0 INTEGRATED IMPACT ASSESSMENT

5.1

	Positive Impacts	Negative Impacts	Neutral/ Not Applicable
1. Merthyr Tydfil Well-being Objectives	1 of 4	0 of 4	3 of 4
2. Sustainable Development Principles - How have you considered the five ways of working? <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5
3. Protected Characteristics (including Welsh Language)	1 of 10	0 of 10	9 of 10
4. Socio-economic Disadvantage	0 of 6	0 of 6	6 of 6

5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required
	0 of 1	0 of 1	1 of 1
6. Data and Evidence to inform the proposal	Yes		No
	1 of 1		0 of 1
7. Biodiversity and the resilience of Ecosystems	Maintained	Enhanced	Reduced
	0 of 1	0 of 1	0 of 1
Summary			
The main positive impacts are:	This proposal seeks to assist the maintainance of the highway infrastructure, it highlights that the 5 ways of working have been considered.		
The main negative impacts are:	There are no negative impacts.		

JUDITH JONES
CHIEF OFFICER (PLANNING & NEIGHBOURHOOD SERVICES)

COUNCILLOR DAVID HUGHES
CABINET MEMBER FOR PLANNING & NEIGHBOURHOOD SERVICES

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Does the report contain any issue that may impact the Council's Constitution?		No

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.