

EXECUTIVE CABINET MEMBER FOR HIGHWAYS AND TRANSPORT

A record of decisions made by the Executive Cabinet Member with responsibility for Highways and Transport:-

MONDAY, 17th APRIL, 2023

Following consideration of the matters detailed below in the presence of:-

Councillor Haslam	Executive Cabinet Member for Highways and Transport
Councillor Ayub	Major Opposition Spokesperson
Councillor Hayes	Minor Opposition Spokesperson
Councillor Sanders	Minor Opposition Spokesperson
Councillor Wright	Minor Opposition Spokesperson
Councillor Heslop	Minor Opposition Spokesperson

OFFICERS

Mr. J. Dyson	Director of Place
Mr. D. Lowe	Assistant Director Highways and Engineering
Ms. J. Pollard	Head of Finance
Mrs. N. Raby	Senior Lawyer
Mr. I. D. Mulholland	Deputy Democratic Services Manager

23. MONITORING OF DECISIONS

The Borough Solicitor submitted a report which provided an update on decisions that had previously been taken.

The Executive Cabinet Member NOTED the report.

**24. HIGHWAYS AND ENGINEERING APPRENTICE
RECRUITMENT PROPOSALS**

The Director of Place submitted a report which set out the challenges of succession planning within the division and which sought approval from the Executive Cabinet Member to implement the final proposals.

The report explained that the highways network was by far the most valuable asset in the control of the local authority. In Bolton, the replacement cost of all of highway assets was estimated to be £1.81 billion and consisted of carriageways, footways, cycleways, Public Rights of Ways, bridges, structures, street furniture, streetlights, signs, bollards, and road gullies.

Reductions in both revenue and capital budgets over recent years, had resulted in the need to delay recruitment to vacant posts.

In addition, the Highways and Engineering division had an aging workforce and recruitment to vacant technical positions over recent years had been challenging due to skills shortages. This had resulted in several posts remaining vacant with additional work/activity and responsibility being placed onto the current staffing cohort.

To resolve and reverse this situation, it was proposed that current vacancies were disestablished, and the Highways and Engineering division adopted an apprentice recruitment model which sought to utilise the skills and knowledge of the existing staffing cohort to train the next generation of engineers and to create a more cohesive succession plan.

The report set out details of the posts to be recruited over the next three financial years and matters around the finances.

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The Executive Cabinet Member APPROVED the final proposals to disestablish vacant posts and create new posts to implement an apprentice recruitment model, as set out in the report.