

I meet with the Parks Forum on Monday 8th March and we discussed a number of items, of which I agreed to write an update that could go out to the Parks Forum in their next news letter. So here it is:

Organisational Change

Since Joining the department I have now had the opportunity to get around and meet a number of staff, and listen to what they have had to say, I have also had the opportunity to listen to what some of the Parks groups have said as well as members and others.

The key messages that have come out that I am using as a yardstick to measure future success is:

- Too many staff based in Colston 33 and not enough out on the ground
- Too many management/ supervisory staff compared to staff on the ground
- More focus needed on getting the basics right

What's happened to date?

1. We have reduced Management posts by 3 so far – Two 3rd tier managers and one 5th tier manager. This equates to a saving of £150K, which for 2010-11 this will be reinvested back into areas where the budget is insufficient and front line resources. We need to be mindful of budget pressures the Council have from 2011 onwards so this will be a cut that will be put forward from then without it affecting the existing workforce.
2. We have had discussions with Staff, HR and Trade Unions; views had been expressed that the Head Gardner's should go back to being Team Leaders working with their crews to deliver the front line services. These views have been fully discussed with the Head Gardner's over the last month and we have agreed that the Head Gardner's will continue to provide the services they do now (managing their teams, dealing with enquiries etc but it was also felt that they could be more operational as well and support their staff better. This was also agreed on the basis that we have agreed to put in place 12 seasonal staff in place this year. We are considering renaming them to Area Team Leaders.

3. The Operations Management structure under Robert Thurston at 31st January 2010 was:

Area Parks Manager-South	Area Parks Manager – North	Area Parks Manager – Central	Area Parks Manager – East	Horticultural Manager	Estates Manager	Allotments Manager
Pete Clark	Chris Hammond	Caroline Hollis	Jamie Roberts	Jane Robson (acting)	Cellan Michael	Steve Clampion

The structure now in place from March 2010 is as follows

Area Parks Manager – North	Area Parks Manager – Central and South	Area Parks Manager –East	Horticultural Manager	Estates Manager
Chris Hammond	Pete Clark This role is about managing our two contractors and the Education contracts.	Jamie Roberts	Caroline Hollis Allotments and Steve Clampion has been moved to be part of the Horticultural team.	Cellan Michael

Engagement model for working with Parks Groups

Having read the last few parks briefing notes and listened to the Parks Forum, we have good engagement systems in place for working with a number of Park groups, however this is not consistent across all groups. The groups that have identified concerns of how the Parks department engages with them are Hartcliffe, Badocks Wood, Sneyd Park and Malago. We are working up a new model to improve this and would like to discuss this at the meeting in April.

Events Licensing

The Parks Forum raised the question about why do they have to pay £42 for the licence fee and other groups don't. Please see attached note.

What land comes under the City Docks

All the below sites are managed by the Docks, either directly through Stacey Hobbs (Docks Estate Manager) or Eric Dougall (City Centre Spaces Manager) The grounds maintenance is delivered by Parks via English Landscapes, with extras delivered by Stacey and Eric via Babbage & Sons, in-house Docks staff and Blakedown.

City Docks (inc. Amphitheatre) - Mainly hard surface, some shrubs and small amount of grass

Chocolate Path - Dog bins

Queen Square - High-spec grass, bins, dog bins gravel path

College Green - High-spec grass and seats

Thunderbolt Square - High-spec grass

Feeder Road tow path - Grass

Prince Street – High-spec shrubs

Canons Road - High-spec shrubs

Cathedral Walk A/A - High-spec grass

Town Green Voluntary registration.

What does this mean, and what are the implications of a TGV. A separate note will be sent to you next week

Release of Section 106 monies.

I am reviewing the way in which we pull together our capital programme and the impact this alongside the PGSS has on S106, will be able to update and discuss further by the middle of April 2010