

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE - 8 September 2015

Title of paper:	Establishing additional resource to coordinate and lead delivery of the Strategic Regeneration Programme	
Director(s)/ Corporate Director(s):	David Bishop, Deputy Chief Executive and Corporate Director of Development and Growth	Wards affected: All
Report author(s) and contact details:	David Bishop, Director of Development and Growth 0115 8763950 Hannah Gemmill, HR Business Partner 0115 8763633	
Date of consultation with Portfolio Holder(s) (if relevant):	Councillor Collins – Leader of the Council, and Portfolio Holder for Strategic Regeneration (ongoing discussion)	
Other colleagues who have provided input:	Hannah Gemmill, HR Business Partner (0115 87 63633) Jim Driver, Finance Business Partner	
Relevant Council Plan Strategic Priority: (you must mark X in the relevant boxes below)		
Cut crime and anti-social behaviour	<input type="checkbox"/>	
Cutting unemployment by a quarter	<input checked="" type="checkbox"/>	
Ensure more school leavers get a job, training or further education than any other City	<input type="checkbox"/>	
Your neighbourhood as clean as the City Centre	<input type="checkbox"/>	
Help keep your energy bills down	<input type="checkbox"/>	
Good access to public transport	<input checked="" type="checkbox"/>	
Nottingham has a good mix of housing	<input checked="" type="checkbox"/>	
Nottingham is a good place to do business, invest and create jobs	<input checked="" type="checkbox"/>	
Nottingham offers a wide range of leisure activities, parks and sporting events	<input type="checkbox"/>	
Support early intervention activities	<input type="checkbox"/>	
Deliver effective, value for money services to our citizens	<input checked="" type="checkbox"/>	
Summary of issues (including benefits to citizens/service users):		
This report proposes to temporarily establish the post of Strategic Regeneration Coordinator within the Development and Growth Department for a period of two years with an option for extending to a third year.		

Recommendation(s):	
1	To establish the post of Strategic Regeneration Coordinator.

1. BACKGROUND

- 1.1 The ACOS report on 7 July 2015 set the context of a new capital programme for the Council and outlined the following:
- 1.2 The fundamental new component of the ambitious capital programme is the strategic regeneration programme that will run for the next few years. Existing regeneration project resources and some new temporary posts will be brought together under senior coordination to lead and deliver this programme in a new Strategic Regeneration Group.
- 1.3 The capital schemes being delivered will include in their budgets the provision for full cost assignment for these additional temporary resources.
- 1.4 Current position and proposal: An interim senior Regeneration Officer has been in place since the New Year and it has been assessed that this capacity and resource is vital to the development agenda, success and delivery of the Council's strategic regeneration programme. The Council has been successful in achieving funding to enable its growth and the workload has grown significantly as a result of this. Resource to coordinate and lead all of the programmes in a coherent way is imperative for its success.
- 1.5 The key responsibilities are outlined in the job description which can be found in Appendix 1.

2. REASONS FOR RECOMMENDATIONS (INCLUDING OUTCOMES OF CONSULTATION)

- 2.1 The recommendation in this report will enable the Council to meet its strategic regeneration programme led by the Strategic Regeneration Board and will ensure there is coherent oversight of all projects and programmes

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

- 3.1 To retain the current workforce structure for the Council is not a preferred option as it does not respond to the challenges presented by the significant regeneration programme and ambitions for the City. Without additional capacity and resource this will place significant risk and capacity issues on other areas of the Council and will not ensure a joined up 'one vision' approach to the regeneration programme across the city.

4. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY/VAT)

- 4.1 This report proposes the establishment of a temporary post of Strategic Regeneration Coordinator for a period of two years. It is anticipated that the post will be graded at SLMG1 at an annual cost of £105,241. The cost will be

met by fees charged to capital projects within the Strategic Regeneration Committee programme.

5. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS AND CRIME AND DISORDER ACT IMPLICATIONS)

Legal Implications – John Bernard-Carlin, Team Leader, Housing, Employment & Education Team (Legal Services) (Tel 0115 876 4391 or email: john.bernard-carlin@nottinghamcity.gov.uk)

- 5.1 Taking into account the level of the proposed post (anticipated to be SLMG 1) and the fact that the post will be reporting directly to the Corporate Director, the creation of the new post (albeit for a fixed-term of 2 years with an option to extend to 3 years) should be considered to amount to a significant restructure and is therefore subject to the approval of ACOS.
- 5.2 Under Section 7 of the Local Government and Housing Act 1989, any appointment to the proposed post should be made on merit.
- 5.3 The proposed post will be a 'deputy chief officer' post under Section 2 of the Local Government and Housing Act 1989. The appointment will therefore be subject to the well-founded objections process with members of the Council's Executive under paragraph 5 of Part II, Schedule 1 to the Local Authorities (Standing Orders) (England) Regulations 2001.
- 5.4 Taking into account the level of the proposed post (anticipated to be SLMG 1) and the fact that the post will be reporting directly to the Corporate Director, it is advised that the interview process should be in accordance with paragraph 2.3 of the Council's Officer Employment Procedure Rules (*The Chief Executive, Deputy Chief Executive or nominated Corporate Director will convene a politically balanced interview panel consisting of five elected councillors, including one minority group councillor.*)

HR Implications – Hannah Gemmill, HR Business Partner (Tel: 0115 8763633 or email: hannah.gemmill@nottinghamcity.gov.uk)

- 5.5 Senior Regeneration resource has been in place for a trial phase since the New Year, and this period has allowed clarification of the remit and scope contained in this proposal. Due to the size and scale of the strategic regeneration programme, the review has concluded that a senior level post is essential for delivering the strategic regeneration programme in a coordinated manner including delivery of all projects that are agreed by the Strategic Regeneration Board.
- 5.6 Further to the review it is proposed that this post is established on a temporary fixed term basis of 2 years to ensure delivery of the next phase of projects with an option to extend for a third. As funding will come from fees charged to capital projects there will be no strain on the departmental budget.

- 5.7 If this post is not put in place it will create significant risk for department in its ability to deliver commitments across its other programmes.
- 5.8 Due to project delivery timescales is proposed that the post will be recruited to immediately by David Bishop, Senior Councillors and HR, with the panel convened by David Bishop.

6. EQUALITY IMPACT ASSESSMENT

- 6.1 Not required.

7. LIST OF APPENDICES

- 7.1 Appendix 1 - Job Description and Person Specification.

8. LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION

- 8.1 None.

9. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

- 9.1 None.