

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

Reference Number:	2017
Author:	David Bishop
Department:	Development
Contact:	David Bishop (Job Title: Deputy CE, CD for Development and Growth, Email: david.bishop@nottinghamcity.gov.uk, Phone: 01158763758)
Subject:	Resourcing for Strategic Regeneration Programme
Total Value:	£252,231 (Type: Revenue)
Decision Being Taken:	To seek approval for two decisions: i) to provide additional resource for the Regeneration Service, to fund the continuation of senior regeneration consultancy support in the Development and Growth Department. ii) to establish a Temporary Regeneration Team Leader post at Grade J for a period of 3 years
Reasons for the Decision(s)	<p>The Council has an ambitious Strategic Regeneration Programme. This decision recommends that additional capacity and expertise should be sought to ensure that the projects are delivered successfully.</p> <p>The Regeneration Service is currently being organised into two teams to provide greater clarity and focus in the medium term. Both teams will be led by a Regeneration Team Leader at J Grade (one temporary for 3 years). One J Grade Team Leader post has already been job-evaluated (Dec 2014) and has been authorised; this paper recommends the establishment of the second Temporary Team Leader post, also at Grade J. The paper also recommends further resources for the continuation of senior regeneration consultancy support, beyond the current six month provision to provide greater certainty about the scaling of up of resources in this service area.</p> <p>Funding for these proposals will come from income generated by charging the Regeneration Capital schemes appropriately, in line with good practice elsewhere. Regeneration projects funded by the Council (including schemes for which grants have been secured) will typically necessitate a fee of 8-15% of total). The Regeneration Service will mainly provide the client project lead role which would typically constitute a significant element of this fee. The present and planned scheme programme will necessitate very significant fee recharges which will comfortably resource the initial proposals contained in this report.</p>

**Other Options Considered:** One option would be to continue with the existing levels of resource: however, with an increased demand on the Service, there is a risk that the projects may not be successfully delivered. Staff may also suffer from increased levels of stress and potentially absence.

**Background Papers:** A draft paper outlining some emerging proposals for more comprehensive charging to Capital Regeneration programmes for Development Staff (including Major Projects and Regeneration teams) has been discussed amongst officers and a further draft is being prepared for circulation and consideration.

**Published Works:**

**Affected Wards:** Citywide

**Colleague / Councillor Interests:**

**Exempt Information:**

**Description of what is exempt:** Legal advice attached

An appendix (or appendices) to this decision is exempt from publication under the following paragraph(s) of Schedule 12A of the Local Government Act 1972

**5 - Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.** The public interest in maintaining the exemption outweighs the public interest in disclosing the information because the information contains legal advice regarding specific legal issues to be taken into account by decision-makers in the current and in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

**Documents exempt from publication:** 2015-05-13 Legal Advice.pdf

**Use of Consultants**  
Number of Days:138  
Rate per Day:720

	<b>Total value:99360</b>
	<b>Start date:01/07/2015</b>
	<b>End date:31/03/2016</b>
<b>Reason for using a consultant:</b>	To provide additional capacity and benefit from expertise and knowledge gained with other local authorities and organisations prior to making long term internal arrangements.
<b>Other options considered:</b>	The alternative option of securing a permanent member of staff remains a probability in due course, subject to clarification of Capital Programme, but this will be a difficult recruitment, and there is a need to ensure continuity this financial year.
<b>Name of consultant:</b>	David Moore, via Penna plc at this time.
<b>Reason for selection?</b>	The consultant has a good understanding of working on similar projects in Local Authorities, with a good background and understanding of working in a pressurised environment.
<b>Has the consultant previously completed work for the City Council?</b>	The consultant is currently working on a contract in the role of Interim Director for Development and Regeneration for the City Council. The contract is currently for a six month period (half way through)
<b>Specific activities to be undertaken by the consultant are:</b>	To provide direction and strong leadership to the Regeneration Service and ensure that key regeneration projects are progressed towards delivery and implementation.
<b>Period of engagement:</b>	A further 9 months use of consultancy.
<b>By what process was the consultant selected?</b>	An assessment of suitable CVs, followed by an interview process
<b>Consultations:</b>	Those not consulted are not directly affected by the decision.
<b>Crime and Disorder Implications:</b>	This paper recommends the provision of resourcing to fund additional staff to ensure that the Council's Strategic Regeneration Programme should be delivered successfully. In turn, the regeneration of key parts of the City will help to design out crime, by creating employment and re-designing areas of the City.
<b>Equality:</b>	EIA not required. Reasons: EIA not required
<b>Decision Type:</b>	Portfolio Holder
<b>Subject to Call In:</b>	Yes
<b>Call In Expiry date:</b>	08/06/2015
<b>Advice Sought:</b>	Legal, Finance, Human Resources
<b>Legal Advice:</b>	This advice is exempt from publication and is contained within an exempt appendix

**Finance Advice:**

The City Council has an ambitious Strategic Regeneration Programme which to date has been developed largely with existing staffing resources. This decision seeks to provide additional capacity to the Regeneration service by establishing a new Temporary Regeneration Team Leader post (grade J) and extension of senior regeneration consultant support for a further 9 month period. The senior consultant is currently funded from Good to Great resources for the first 6 months.

The cost of the proposals in this report are estimated to be £99,360 for the senior consultant and £50,957 per annum for 3 years at the bottom point of grade J for the Team Leader post. It is proposed that the total cost of £252,231 be met from fees charged against capital regeneration projects. Work is being carried out to establish a mechanism to charge legitimate costs against capital projects and initial indications are that this will generate sufficient income to meet these costs.

Advice provided by Jim Driver (Finance Service Partner) on 16/04/2015.

**HR Advice:**

HR Support the creation of the additional Team Leader position. Consideration needs to be given to the fixed term workers regulation and also allow funding for a redundancy payment, as after a 2 year period, an individual would be entitled to a redundancy payment. Recruitment would need to be in line with the People Plus Process.

Wendy Tutin (Service Redesign Consultant) on 02/04/2015.

The proposal further recommends use of a senior consultancy resource for a period of 9 months. It is understood that the proposal is to create a new mechanism for recharging for regeneration work (as per finance colleague's advice) and therefore establishing a permanent post at this time would not be recommended.

The remit of the post will be at director level but not a Director post in the usual Council hierarchy - it will not manage a wide directorate but a very small resource and will not carry out normal Director functions. The nature of the remit requires a certain level of status and credibility within the Council and more importantly externally within the business and commercial development community. Thought has been given to changing the title but for these reasons, the title will be as Interim Director.

The current consultant has been competitively sourced and recruited - via an open process. The day rate has been re-negotiated twice and has been significantly reduced - the rate is now £670 per day plus £50 expenses (total £720) which represents a reasonable market rate for this level of post.

HR advice is that the remit and progress of this function is closely monitored in order to ascertain if indeed a permanent or long term temporary post is required. Advice is that this is reviewed in September 2015 with a view to establish a post, if necessary, via usual Council processes and to allow for full and open recruitment.

B Donoghue  
for HRBP Dev  
30.4.2015

**Signatures:**

Jon Collins (Leader of the Council)  
SIGNED and Dated: 29/05/2015

<b>Jon Collins (Leader &amp; PH Strategic Regeneration &amp; Development)</b>
<b>SIGNED and Dated: 29/05/2015</b>
<b>David Bishop (Deputy CE, CD for Development and Growth)</b>
<b>SIGNED and Dated: 15/05/2015</b>