

Decision under Delegated Powers

Officer Requesting Decision

Group Leader Plans Policies and Place Making

Officer Making the Decision

Chief Executive

Recommendation

That the post of Regeneration and Economic Development Officer:

1. be created as a new permanent full-time post at 37 hours per week at scale SO2 with effect from 1 April 2016; and
2. report to the Team Leader Regeneration Economic Development within the Plans Policies and Place Making Group.

Reason

1. to establish the post in accordance with Section 8 of the Constitution and Council's decision; and
2. to provide appropriate line management and direction for the post.

Authority for Decision

Under Section 8 of the current Council Constitution the Head of Paid Service (Chief Executive) has delegated authority to agree changes to the establishment, within budget and without major service or policy implications, affecting no more than five posts (irrespective of their post number) in any single case (item 6 on page 8-4 of the Constitution).

Decision and Date

APPROVED



07.04.16.

Background

Economic development and regeneration activity is principally undertaken by the Team Leader Regeneration and Economic Development within the Plans Policies and Place Making Group. The Team Leader currently has no direct reports but maintains working relationships with officers with responsibilities that relate to the economy within the Council and with external partners.

The Corporate Plan for 2016-2020 includes "Creating a Strong and Lasting Economy" as one of three Themes. In support of the Council's activity under this it has been acknowledged that a single officer cannot address all the action points given to him and for this reason Council approved the sum of £40,900 on the 29th February 2016 (minute 84.2 - 2016/17 Council Tax and National Non-Domestic Rates Base, Special Expenses and 2016/17 General Fund and HRA Revenue Budgets refers) for the purpose of economic development support.

A Job Description and Person Specification have been prepared for a Regeneration and Economic Development Officer. The post has been evaluated at SO2 and early expectations are that it will focus initially on communication and intelligence work with the business community in support of Cabinet's vision and objectives for economic development and regeneration.

Notwithstanding the outcome of this request for delegated authority to establish the post it is anticipated that a competitive recruitment exercise will be undertaken immediately to secure an appropriate resource to support the Team Leader Regeneration and Economic Development.

Comments from HR

HR Advisor: Anna Cairns (1/4/16)

Summary of Comments from HR: This has been through the appropriate Organisational Change process. Where appropriate the posts have been evaluated by a Job Evaluation panel.

Variation e-forms will need to be completed for current members of staff and the normal recruitment process should be followed for any vacant posts.

HR seen recommendations (both draft and final, if amended): Y

Financial Implications

Council has approved budget for £40,900 for economic development support in the Planning and Regeneration Service budget from 16/17. This amount would allow recruitment at the lowest spinal point in SO2 from 01/04/2016 – the budget to be coded to P100 A0101.

Risk Management

Risk Identified	Likelihood	Impact	Risk Management Actions Planned
Ability to meet Cabinet and Council's full expectations for regeneration and economic development activity prejudiced by lack of resources.	Possible	Moderate	Programme for Economic Development activity prepared. Budget secured for establishment and recruitment to post. Consultancy support considered for specific activities in the event of vacancy

Key Decision: No

Background Papers: None

