

CABINET ITEM COVERING SHEET PROFORMA

AGENDA ITEM

REPORT TO CABINET

6 NOVEMBER 2014

**REPORT OF CORPORATE
MANAGEMENT TEAM**

CABINET DECISION

**Regeneration and Transport – Lead Cabinet Member – Councillor M Smith
Adult Services & Health – Lead Cabinet Member – Councillor J Beall
Environment – Lead Cabinet Member – Councillor D Rose**

REVIEW OF REGENERATION AND ECONOMIC DEVELOPMENT, PLANNING, COUNTRYSIDE AND GREEN SPACES AND TECHNICAL SERVICES

1. Summary

The report outlines proposals to bring together the four remaining service reviews. The reviews were agreed as part of the Council's Medium Term Financial Plan. The services included in this review are Regeneration and Economic Development, Planning Services, Countryside and Green Spaces and Technical Services. Technical Services has already been the subject of a detailed review, achieving the targeted savings in 2013/14.

As the proposed new arrangements impact on Heads of Service roles, Cabinet are requested to consider the strategic aspects of the review, prior to full staff and trade union formal consultation on the detailed proposals.

It is proposed to consult on the following, subject to Cabinet's acceptance of the recommendations in this report:

- the Corporate Director for Development and Neighbourhood Services will take direct management of a redefined business engagement function "Business and Enterprise";
- the re-designation of the Technical Services to Economic Growth and Development Services, to include some functions from Regeneration and Economic Development, Planning Services and Countryside and Green Spaces.
- Proposals for services not within the re-designated Economic Growth and Development Services are:
 - Community Transport to be move to Direct Services;
 - Tees Achieve moved to Culture and Leisure Services, re-designated
 - Culture, Leisure and Community Learning (Employability & Learning & Skills Strategy will remain the responsibility of the Economic Growth and Development Services);
 - Visitor Information Centre and Services to Museums, Heritage & Libraries within Culture, Leisure and Community Learning.

2. Recommendations

It is recommended that:

1. Cabinet note the scope of the review.
2. Cabinet approve for consultation with staff and trade unions that;
 - responsibilities for Strategic Business Engagement move to the Corporate Director for Development and Neighbourhood Services;
 - the posts of Head of Regeneration and Economic Development and Head of Planning Services be deleted. The post of Head of Technical Services be re-designated as Head of Economic Growth and Development Services and the post of Head of Culture and Leisure be re-designated to include Community Learning.
3. Note the delegated authority to the Corporate Director for Development and Neighbourhood Services to restructure the appropriate divisions following staff consultation and reflecting the key service priorities.

3. Reasons for the Recommendations/Decision(s)

To produce efficiencies and service improvements and meet the budget reductions already agreed as part of the Medium Term Financial Plan.

4. Members' Interests

Members (including co-opted Members with voting rights) should consider whether they have a personal interest in the item as defined in the Council's code of conduct (**paragraph 8**) and, if so, declare the existence and nature of that interest in accordance with paragraph 9 of the code.

Where a Member regards him/herself as having a personal interest in the item, he/she must then consider whether that interest is one which a member of the public, with knowledge of the relevant facts, would reasonably regard as so significant that it is likely to prejudice the Member's judgement of the public interest (**paragraphs 10 and 11 of the code of conduct**).

A Member with a prejudicial interest in any matter must withdraw from the room where the meeting considering the business is being held -

- in a case where the Member is attending a meeting (including a meeting of a select committee) but only for the purpose of making representations, answering questions or giving evidence, provided the public are also allowed to attend the meeting for the same purpose whether under statutory right or otherwise, immediately after making representations, answering questions or giving evidence as the case may be;
- in any other case, whenever it becomes apparent that the business is being considered at the meeting;

and must not exercise executive functions in relation to the matter and not seek improperly to influence the decision about the matter (**paragraph 12 of the Code**).

Further to the above, it should be noted that any Member attending a meeting of Cabinet, Select Committee etc; whether or not they are a Member of the Cabinet or Select Committee concerned, must declare any personal interest which they have in the business

being considered at the meeting (unless the interest arises solely from the Member's membership of, or position of control or management on any other body to which the Member was appointed or nominated by the Council, or on any other body exercising functions of a public nature, when the interest only needs to be declared if and when the Member speaks on the matter), and if their interest is prejudicial, they must also leave the meeting room, subject to and in accordance with the provisions referred to above.

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SUMMARY

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It is proposed to consult on the following, subject to Cabinet's acceptance of the recommendations in this report:

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RECOMMENDATIONS

It is recommended that:

1. Cabinet note the scope of the review.
2. Cabinet approve for consultation with staff and trade unions that;
 - responsibilities for Strategic Business Engagement move to the Corporate Director for Development and Neighbourhood Services;
 - the posts of Head of Regeneration and Economic Development and Head of Planning Services be deleted. The post of Head of Technical Services be re-designated as Head of Economic Growth and Development Services and the post of Head of Culture and Leisure be re-designated to include Community Learning.
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DETAIL

1. The purpose of the review is to identify potential areas of integration and ways in which greater efficiency can be achieved, improving service delivery and meeting a reduction of £300,000 identified within the Medium Term Financial Plan for 2015/16. A further saving of £100,000 is required in 2016/17 and these plans contribute to the additional savings required.
2. The Council has experienced significant reductions in Government funding and in recent years has also seen a significant reduction in money available for local regeneration projects.
3. The review preparation work has benefited from a number of staff workshops, independent advice and staff interviews to inform the proposals, ensuring a full understanding of how all functions are currently delivered and how they are configured and funded was understood and reflected in the proposals.
4. A number of organisational/structure options have been identified; resulting in the development of this preferred option and subject to Cabinet's agreement will be the basis of a full staff consultation exercise.
5. During the review process, a recurring theme has emerged associated with the challenges of scheme and project cross-functional working. There is a need to redefine the working arrangements within major programmes/projects and regeneration schemes in general. This will further improve the processes between evidence-based strategy development, project and scheme identification, and feasibility studies/proof of concept, physical development and operational delivery.
6. There are real opportunities to achieve improved efficiency and outcomes by bringing together all staff who have a role in economic growth, related strategy development and planning policy/spatial planning.
7. The review has sought to redefine the functional responsibilities of many teams, informed by evidence, and influenced by appropriate input from key partners and staff.

8. The review has also taken the opportunity to reflect on what functions are provided at a Tees Valley level by Tees Valley Unlimited and looked to strengthen and reflect the capacity provided at the sub-regional level within the preferred option.
9. Attached at **Appendix A** is the current organisational chart for Development and Neighbourhood Services and **Appendix B** is the proposed new arrangements that will form the basis of the staff consultation exercise.
10. Consideration has been given as part of the detailed implementation process to succession planning, an underpinning principle of “Shaping a Brighter Future” the Council’s development programme.
11. Subject to the formal consultation it is proposed to implement the new arrangements in April 2015. However to allow for appropriate succession planning and to manage the reduction in senior capacity, it is proposed that the Heads of Service posts be reduced during 2015 and early April 2016.
12. In line with the Council's Management of Organisational change policy the two re-designated Head of Service posts will be eligible for “slot-in” of the current incumbents. The posts will be re-evaluated using the Hay job evaluation methodology on completion of the consultation and the final allocation of service responsibilities.
13. On implementation of this review the Head of Service posts in Development and Neighbourhood Services will have been reduced from 8 in 2011 to 4 in 2015.

FINANCIAL IMPLICATIONS

14. The saving achieved following the implementation of the preferred option will meet the target savings. The proposals result in a reduction of 8 full-time equivalent posts. Subject to agreement with Staff and trade unions the new agreements will be implemented in time to meet the targeted savings identified in the Medium Term Financial Plan for 2015/16.

LEGAL IMPLICATIONS

15. There are no legal implications.

RISK ASSESSMENT

16. The changes will have an impact across the Council with in particular a reduced capacity in senior management. The risk impact of these proposals will be managed individually.

SUSTAINABLE COMMUNITY STRATEGY IMPLICATIONS

17. Community Strategy has been considered in identifying the proposals.

EQUALITIES IMPACT ASSESSMENT

18. The requirements of Section 149 of the Equality Act 2010 have been considered in this review and in line with other Service Reviews which relate to changes in staffing structures and/or the service grouping or organisation providing services rather than the services themselves it is determined that a separate EIA is not required. The proposals in this review do not represent a change in policy or a change in the scope/scale of service delivery that will directly impact on the users of the service. As with other Service Reviews the HR Service continues to assess the equality impact of reductions in staffing on the organisation on an on-going basis.

CORPORATE PARENTING

19. N/A

CONSULTATION INCLUDING WARD/COUNCILLORS

20. Where reviews and proposals identify consultation is required, this will be undertaken following Cabinet.

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Education related?

No

Background Papers

Ward(s) and Ward Councillors:

Property

There are no implications for the Council's property associated with this report.