

Title of meeting: Employment Committee

Date of meeting: 28th March 2017

Subject: Senior Management Structure - Regeneration

Report by: Chief Executive

Wards affected: N/A

Key decision: No

Full Council decision: No (but subject to 2.ii below)

1 Purpose of Report

The purpose of this report is to seek members' approval for a change to the senior management structure to ensure that the council is able to develop and deliver an ambitious programme of regeneration and growth for the city.

2 Recommendations

Members are recommended to:

- (i) Approve the creation of the new post of Director of Regeneration, as detailed in section 3.4 of the report.
- (ii) Note that an appointment to the above post will be subject to approval by Full Council if the salary for the post exceeds £100,000.
- (iii) Approve the voluntary redundancy of the Director of Transport Environment and Business Support.
- (iv) Record thanks to Mr Alan Cufley for his long service to the council and wish him the very best for the future.

3 Background

- 3.1 The council's senior management structure was fully reviewed in February 2015. Since then, the Employment Committee has amended the structure on two occasions: firstly to facilitate the recruitment of the current Director of Children's Services, and secondly to agree the creation of a shared chief officer post with the Portsmouth Clinical Commissioning Group to lead the Adult Social Care service and to facilitate a joint Director of Public Health post with Southampton City Council. The number of Directors has also reduced as a result of the departure of the Director of Regulatory Services and Community Safety and the consequent re-allocation of services.

3.2 The result of the 2015 restructure was that "place" services were primarily divided between 3 directorates:

- Property and Housing
- Culture and City Development
- Transport Environment and Business Support

3.3 This structure has enabled the council to deliver and enable some notable successes, including:

- Delivery of major capital schemes, such as The Hard Interchange and major flood defence works
- Facilitating the location of the Ben Ainslie Racing HQ at the Camber
- An expanding range of major events, such as supporting the Victorious Festival and America's Cup World Series
- Construction of new access roads and warehousing at Dunsbury Hill Farm
- Redevelopment of vacant sites within the city centre
- New social housing schemes
- Ongoing delivery of the City Deal
- Creation of a profitable investment property portfolio

3.4 However, it is felt that in order to drive the continued development and delivery of the council's regeneration agenda, a dedicated chief officer post is required. It is envisaged that this post will bring together the following activities and functions:

- Planning
- Skills and Business Support
- Transport
- Infrastructure including flood and coastal defence
- Investment Property Portfolio including lease renewal
- Delivery of major regeneration schemes and projects
- Economic Development and Inward investment

The focus of the role will be to lead regeneration schemes from instigation to delivery and promote economic growth within the city, co-ordinating activities within the council and working with members and external partners to bring schemes to fruition. It is envisaged that the post-holder will have a strong professional background in a relevant discipline, such as strategic planning, commercial property development or engineering, and have direct experience of delivering major regeneration schemes.

3.5 The creation of this post would involve the relocation of some or all service activities from other directorates as indicated above. The Director of Transport, Environment and Business Support appreciates the rationale for

such a significant change to his current post but has indicated that this is not a role he wishes to undertake. Consequently, and having given exemplary public service for nearly 40 years, he has said that he would be prepared to accept voluntary redundancy in order to assist the council in fulfilling its ambition (see 3.8 below). He has also indicated his willingness to remain with the Council whilst the new position is filled - it is envisaged that this would take up to 6 months. For the other affected posts (Director of Housing and Property and Director of Culture and City Development), whilst there would be change to the scope of the posts, this would not significantly change the post-holders' employment.

- 3.6 The new post will require assessment under the council's job evaluation scheme. However, following a survey of similar posts elsewhere in the country and preliminary discussions with recruitment agencies that specialise in this field, it is envisaged that the pay grade will be equivalent to that of other senior chief officers, such as the Deputy Chief Executive and the Director of Children's Services.
- 3.7 In accordance with the council's senior officer appointment rules, a member panel will need to be constituted to conduct the appointment, although in accordance with the council's Pay Policy Statement, appointment to any post paying above £100,000 per annum will require the approval of Full Council. This would be sought once the member panel had selected a preferred candidate.
- 3.8 Financial details of the voluntary redundancy of the Director of Transport Environment and Business Support are attached at exempt appendix A, and members are recommended to approve this. Members should note that the post-holder, Mr Alan Cufley, is one of the council's longest-serving employees, having first joined the council in May 1977, and he has successfully performed a wide range of important and challenging roles over the years.

4. Equalities Impact Assessment

- 4.1 An Equalities Impact Assessment is not required for this report as the recommendations do not have a disproportionate negative impact on any of the specific protected characteristics as described in the Equality Act 2010 for the following reasons:
 - Organisational change and recruitment is covered by existing council policies which are subject to ongoing EIA review.

5. Legal implications

- 5.1 The Employment Committee has authority to agree the appointment and dismissal (including through redundancy) of chief officers. All changes affecting staff will need to adhere to relevant employment law.

6. Finance comments

- 6.1 The overall financial implications of the changes to the Senior Management Structure described in this report are expected to deliver annual savings of £59,600 per annum from 2018/19 onwards. It is anticipated that the financial impact in 2017/18 will be a net cost of £142,500 as set out in Appendix A which takes into account the "one-off" exit costs, recruitment costs and the part year savings in 2017/18. Exit costs will be funded by the MTRS reserve. The payback period of the exit costs will be within 3 years.

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Signed by:

Appendices:

Appendix A (exempt) - financial details

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location
None	

Title of document	Location

The recommendation(s) set out above were approved/ approved as amended/
deferred/ rejected by on

.....Signed by: