

**REPORT OF THE LEADER OF THE COUNCIL****PLACE DEPARTMENT GROWTH & INVESTMENT DIRECTORATE REFRESH****Purpose of the Report**

1. The purpose of this report is for the revised staffing structure be agreed by Committee as detailed in the report and appendix.

**Information**

2. The Council Plan 2017-2021 'Your Nottinghamshire, Your Future' sets out our ambition to raise the profile of Nottinghamshire, doing all we can to create the best conditions for investment and growth. We are making it happen. £18 million worth of investment to improve access along the A614, £11 million accelerated construction and the Chancellor backing our vision for HS2 at Toton, all of which were announced in the last month alone.
3. A transformation programme has been put in place to improve property services, as it was not delivering effectively this new ambition. This means we need to realign capacity to face up to the delivery challenges ahead and continue to punch above our weight in securing government investment and realising economic growth. This approach proposes two Group Manager posts – one titled Group Manager Growth and Development and a (new) post titled Group Manager Property Asset Management.
4. The existing and approved Place Departmental structure includes a post of Group Manager Growth and Development (Band G) and has full budget provision. Given increased responsibilities for driving the growth agenda across the Department and our partners, the Team Manager Growth and Economic Development role has been reassessed.
5. The funding for the existing (and vacant) Group Manager Growth and Development post will be used to fund the new proposals for a Group Manager Property Asset Management. It is proposed to delete the post of Economic Development Team Manager (Band E) and use the funding from this post, to partly fund the new Group Manager Growth and Development post. The expected additional costs arising from grade differences of the Group Manager Growth and Development post and the Team Manager post will be met from within the existing revenue budget for the Place Department.
6. The Group Manager Property Asset Management is currently pending job evaluation. The existing and proposed structure chart is illustrated at **Appendix A**.

**Other Options Considered**

7. A range of staffing options have been considered and the final management proposal reflects the outcome of the work of Turner and Townsend (appointed as the Strategic Partner to Support the Delivery of the Property Transformation Programme) and the Place Departmental Core Leadership Team.

### **Reason for Recommendation**

8. The recommendation will build a team, which supports the strong mandate to drive growth and prosperity in our economy and residents, and will help define a new future legacy for the county.

### **Statutory and Policy Implications**

9. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **Financial Implications**

10. Any additional costs arising from the revised staffing proposals detailed in the report will be met from within the Place Department's existing revenue budget allocation.

### **Implications for Service Users**

11. The post amendment and proposed establishment are requested for approval as they are required to support the the opportunities for growth in Nottinghamshire. Service users will see the delivery of a new and dynamic approach to income generation from the estates, embracing a more entrepreneurial approach to property development and investment.

## **RECOMMENDATION**

It is recommended that Policy Committee:

- 1) Approves a variation to the staffing structure to disestablish the Team Manager Economic Development post and to introduce a Group Manager Property Asset Management post.

**COUNCILLOR MRS KAY CUTTS MBE**  
**Leader of the County Council**

**For any enquiries about this report please contact:**

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### **Constitutional Comments [KK 16/10/2018]**

12. The proposals in this report are within the remit of the Policy Committee.

### **Financial Comments [RWK 22/10/2018]**

13. The financial implications are set out in paragraph 10 of the report.

### **HR Comments [JP 23/10/2018]**

14. The revised structure will be populated in accordance with the Council's agreed employment policies and procedures paying due consideration to the vacancy control process, redeployment and enabling procedures. Consultation will take place with staff and the recognised Trades Unions.

### **Background Papers and Published Documents**

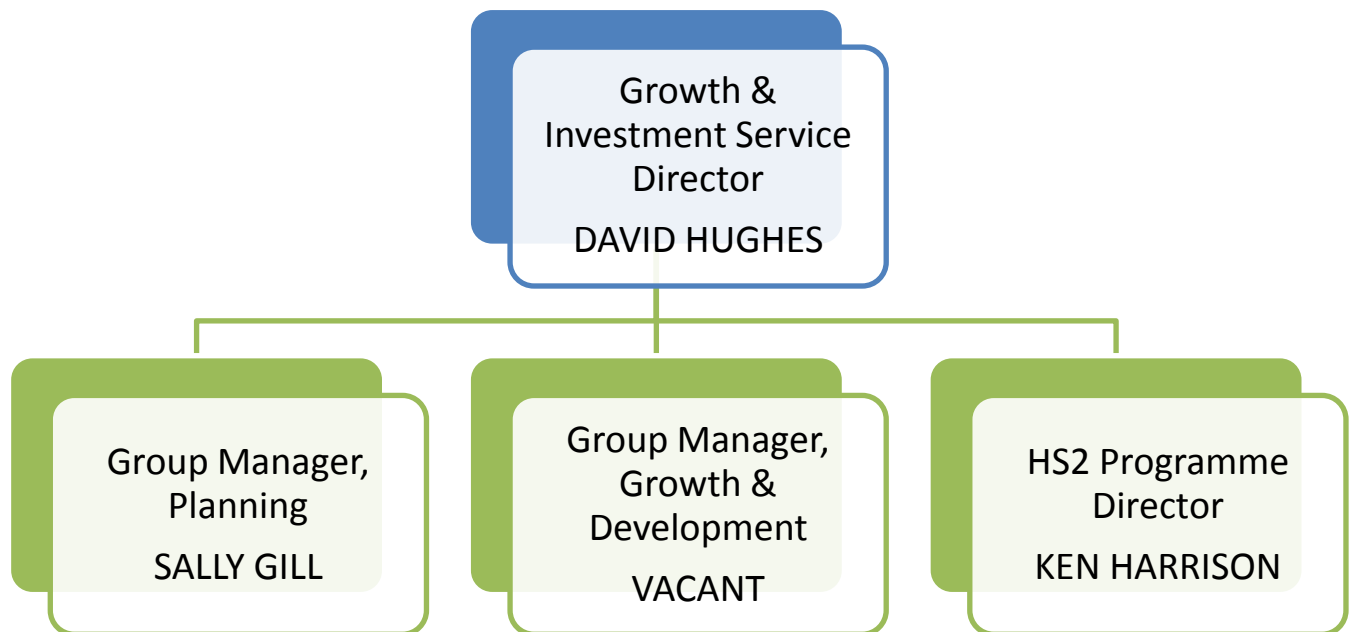
Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- *Place Department Structure* – Report to Policy Committee, published 13 September 2017
- *Engaging a Strategic Partner to Support the Delivery of the Property Transformation Programme* - Report to Policy Committee, published 20 June 2018

### **Electoral Division(s) and Member(s) Affected**

- All

## Appendix A: Current structure chart



## Proposed Refreshed Growth and Investment Structure

