



**7 September 2021**

**Agenda Item: 7**

## **REPORT OF THE SERVICE DIRECTOR, INVESTMENT & GROWTH**

### **GROWTH, INFRASTRUCTURE AND DEVELOPMENT GROUP REVISED STAFFING STRUCTURE**

#### **Purpose of the Report**

1. To consider and approve the implementation of a revised staffing structure for the Growth and Development Group, within the Place Department's Growth and Investment Directorate.

#### **Information**

2. The Council has the ambition of raising the profile of Nottinghamshire and creating the best conditions for investment and growth. The County's economy and population are set to continue to grow. Being at the heart of the Midlands Engine, home to the East Midlands hub for High Speed 2 and the innovative East Midlands Development Corporation, the Council is driving forward an agenda to supercharge a new era of growth for the economy.
3. In 2017, the Council established the role of Service Director Investment and Growth to drive the place-shaping agenda, by building upon Nottinghamshire's extensive heritage to create a new legacy for the County. Following a review and subsequent Policy Committee approval in November 2018, a realignment of capacity within the Growth and Investment Directorate was implemented. At that time, it was to face up to the delivery challenges ahead and to ensure enough leadership to secure Government investment and realise economic growth.
4. In the intervening four years, a suite of services to drive the growth and development of Nottinghamshire's economy have been actioned. In March 2021, the Council approved the establishment of a flexible pool of resources to support the delivery of a significant number of major capital projects, the Place Department has been able to support £56.8m of investment in the County.
5. The COVID-19 pandemic forms a major backdrop at the present time. In addition to the Council Plan, work continues at pace to deliver the COVID-19 crisis Economic Recovery Action Plan 2020-2022. Since the Action Plan was set in motion in September 2020, over £14,286,500 of new money has been secured to help stimulate the economy and directly impact the residential and business community of Nottinghamshire. As Nottinghamshire's economy is rebuilt in partnership with others, and in line with Government Budget 2021 announcements, the six themes of: people, business, digital, visitor economy, infrastructure and place, remain a constant.

6. In addition to the impact of COVID-19, more recent Government funding announcements have required the County Councils or Tier 1 Authorities to either take lead responsibility for:
  - a) funding initiatives such as the UK Community Renewal Fund (CRF) which will be a pre-cursor to the United Kingdom Shared Prosperity Fund (UKSPF) where the Government has committed to this fund operating throughout the UK from 2022 and on average will reach around £1.5bn per year, or
  - b) developing region-wide partnerships to submit bids for multi-million-pound major economic initiatives such as the Freeports (secure customs zones where different customs rules apply) and the Spherical Tokamak for Energy Production (STEP) programme to design and construct a prototype fusion power plant.
7. This is new work that would previously have been undertaken by the Derby, Derbyshire, Nottingham and Nottinghamshire Local Enterprise Partnership (D2N2 LEP). Alongside the Budget in March, the Government announced a review of the role and function of LEPs and they do not have a formal role to play in the two new funds as set out above.
8. To ensure people and businesses in the County continue to receive the skills, business development and economic support necessary and to position the County to access Government funding, it is important we review our capacity and resources in the Growth and Investment Division.

### The Proposal

9. It is proposed that the existing Growth & Development division be renamed to become the Growth, Infrastructure & Development division.
10. At July 2021 EDAM Committee agreed a new focus for Transport Programme Delivery Team, to concentrate in two main work areas. A project management remit to provide the necessary significant infrastructure and a wider transport related investment, growth and planning initiatives remit at a regional and national level. The new team will ensure Nottinghamshire is more ready to take advantage of any new significant funding streams to provide the necessary infrastructure to deliver growth. This refocused Transport Programme Delivery team fits with in with the Growth & Developments scope of work therefore the team will move from its current position within the division, Planning, into the new Growth, Infrastructure and Development division.
11. It is also proposed that the number of Senior Economic Development Officer roles within the existing Growth and Development team is increased, from three to five. This is to provide dedicated capacity for each of the COVID-19 Economic Recovery Action Plan priority themes. It will provide an increase in leadership capacity to move major projects forward. These posts will develop, review and proactively drive performance in their respective theme areas. They will develop strategies and action plans to ensure delivery. The increase in Senior Economic Development Officer posts will be offset by a reduction of three Growth & Economic Development Officer posts
12. Additionally, two Assistant Growth & Economic Development Officer roles will be created to provide operational and project support across all programmes. These will be new posts which not only provide clearer job progression opportunities within the

team but also fills the gap to ensure there are enough resource to help prepare bids for submission and monitor progress and performance on projects.

13. The costs can be met within the existing revenue budget allocated to this division. The current structure is illustrated at **Appendix A**, with the proposed revision at **Appendix B** (which for completeness, also identifies all the posts which are externally funded and are on fixed-term contracts).
14. Given increased responsibilities for driving the recovery and sustainable growth across the Place Department and with Council partners, there will also be a transformation remit within the new Division. Two service transformation posts will be transferred from the Corporate Projects and Programmes Team in the Chief Executives Department to report to the Group Manager Growth, Infrastructure and Development. Their costs are met from existing revenue budgets and if Member approval is given for this revised structure, they will be transferred along with the incumbent post holders when the new structure goes live.

### **Other Options Considered**

15. Undeniably, COVID-19 has impacted our communities, businesses and the Council itself in terms of delivery of services and financial resources. As the report sets out, funding arrangements between Government and Local Authorities and the relationship between the two has changed, with more responsibility on this Council to own, operate and manage funding as well as bid for significant funding opportunities. Therefore the 'do nothing' option has been discounted.

### **Reason for Recommendations**

16. The recommendation will build a team which supports the Council's strong mandate to drive recovery, renewal and sustainable growth in the local economy and help define the post-pandemic future legacy for Nottinghamshire.

### **Statutory and Policy Implications**

17. 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**

18. The financial implications are detailed in paragraph 13. There is no additional cost implication to this proposed restructure with costs being picked up within existing staffing and initiatives budgets.

## **Public Sector Equality Duty implications**

19. The restructuring of the Growth and Development part of the Growth and Investment Group will be carried out in accordance with Nottinghamshire County Council's employment and equalities policy.

## **Human Resources Implications**

20. The proposal has been subject to a three-week formal consultation period and there is ongoing discussion with the affected staff and their union representatives about the proposed changes.

## **Implications for Sustainability and the Environment**

21. On top of contributing towards financial stability, the officer and departmental structure needs to reflect the priorities for the Council, particularly the climate and environmental challenges and ambitions for sustainable growth. The proposed structure for the Growth and Development Group addresses this by reallocating staff resources and enhancing key theme areas. Green growth is central to our economic plan, as evidenced by recent successes in securing Government funding for a Zero Carbon Housing Demonstrator. This is a success on which the additional capacity will help to build.

## **RECOMMENDATIONS**

It is recommended that Committee:

- 1) Approve the restructure of the Growth, Infrastructure and Development team detailed in this report; and
- 2) Authorise the new posts for recruitment.

**Matthew Neal**  
**Service Director, Investment and Growth**

**For any enquiries about this report please contact:** Matthew Neal, Service Director Investment & Growth 0115 977 3822

## **Constitutional Comments (EP 27/07/2021)**

22. The recommendations fall within the remit of the Economic Development and Asset Management Committee by virtue of its terms of reference.

## **Financial Comments (RWK 05/08/2021)**

23. The report proposes a new structure for the Growth, Infrastructure and Development team. The estimated cost of the new structure set out in Appendix B can be met from within the existing revenue budget provision for staffing.

## HR Comments (JD 26/07/2021)

24. The restructure is cost neutral and there are no planned redundancies. The LA's enabling process will be used to appoint people to post. Grades for any new posts within the structure will be subject to the Authority's Job Evaluation policies.

## 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.

- *Council Plan – Your Nottinghamshire, Your Future*, approved by Full Council and published on 13 July 2017 <https://www.nottinghamshire.gov.uk/council-and-democracy/plans-policies-assessments/council-plans-policies/council-plan>
- *COVID-19 Crisis Economic Recovery Action Plan 2020 to 2022*, approved by COVID 19 Resilience, Recovery and Renewal Committee and published on 15 September 2020 <https://www.nottinghamshire.gov.uk/media/2893819/covid-19-crisis-economic-recovery-action-plan-2020-to-2022.pdf>
- *Place Department Growth & Investment Directorate Refresh*, report to Policy Committee, published on 14 November 2018 <https://bit.ly/3wyjPmx>

## Electoral Division and Member Affected

- All.