

**19 April 2022****Agenda Item: 5****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, Infrastructure 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. Furthermore, there was a whole scale restructure approved by this committee in September 2021 to create the Growth, Infrastructure & Development division. This was in response to a number of factors:
  - 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.
  - Government funding announcements have required the County Councils or Tier 1 Authorities to either take lead responsibility for funding initiatives such as the UK Community Renewal Fund (CRF), developing region-wide partnerships to submit bids for multi-million-pound major economic initiatives such as the

Freeports and the Spherical Tokamak for Energy Production (STEP) programme and, more recently, responding to the Levelling Up White Paper.

5. In September 2021, this committee approved a restructure within the Growth, Infrastructure and Development team which results in several changes:
  - A refocussed Transport Programme Delivery team was moved into the team to ensure that this teams focus was on enabling growth, development and ensuring wider regeneration benefits
  - Senior Economic Development Officer (SEDO) roles within the existing Growth and Development team was increased from three to five, to sit alongside the Team Leader for Transport Programme Delivery team (as detailed in point above)
  - Assistant Growth & Economic Development Officer roles – two new posts were established
  - Transformation resource was moved to this group, allowing for two new posts
  - Some minor amendments to the reporting lines and overall structure.

### The Proposal

6. Since the previous approval, there has been some significant changes to the proposed future work programme, additional (and more complex) opportunities for further funding (especially in light of the recent Levelling Up White Paper) and the need for more proactive collaborative working with our District and Borough partners. Therefore, it is considered that a more senior officer is required to assist with delivering these aspects of work and therefore there is a need for an officer post. It is proposed that the structure approved in September 2021 is tweaked to allow for the increased responsibilities of the team and create an officer post (instead of the second assistant role). This post will now report to the SEDO (Place).
7. The Growth & Economic Development Assistant role will provide operational and project support across all work programmes within the Growth, Infrastructure and Development team. This post will provide clearer job progression opportunities within the team but also fills the gap to ensure there is enough resource to help prepare bids for submission and monitor progress and performance on projects. This post will largely initially help support the delivery of the Visitor Economy Strategy. This post has been graded at band 5. The reporting line of this post has been altered since the previous approval and will now report to the SEDO (Visitor Economy).
8. The Growth & Economic Development Officer (GEDO) role is an established grade within the structure, and it is proposed to create a second GEDO post. This post is responsible for leading on a variety of projects and work programme under the guidance of the SEDOs. The additional post is required to deliver the identified work programme within the Economic Transition Plan and will be largely focusing on progressing the work under the “Place” theme and ensuring that the County is best place to address the low carbon agenda and funding opportunities linked to the Levelling Up agenda.
9. The costs can be met within the existing revenue budget (with a £12,814 saving) allocated to this division and does not incur any further costs than previously included in the September report. The current structure is illustrated at **Appendix A**, with the proposed revision at **Appendix B**.

10. Furthermore, the September report sought approval for a new transformation remit with the transfer of two service transformation posts from the Corporate Projects and Programmes Team in the Chief Executives Department to report to this group. It is expected that these roles will be a Senior Place Projects Officer and a Place Project assistant/officer (job evaluation pending). The costs for these are met from existing revenue budgets.

### **Other Options Considered**

11. Undeniably, COVID-19 has impacted our communities and businesses, as well as 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**

12. 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**

13. 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 will be undertaken and advice sought on these issues as required.

### **Financial Implications**

14. The financial implications are detailed within the report. 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**

15. 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**

16. There will be targeted consultation with the affected staff before progressing with the proposed changes.

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

17. 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 proposed restructure of the Growth, Infrastructure and Development team detailed in this report; and
- 2) Authorise the revised post of one Economic Development Officer and one Economic Development Assistant for recruitment for a two-year fixed term contract.

**Joelle Davies (Group Manager, Growth, Infrastructure and Development)**

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### **Constitutional Comments (KK 16/03/2022)**

18. The proposals in this report are within the remit of the Economic Development and Asset Management Committee.

### **Financial Comments (SES 30/03/2022)**

19. The financial implications are set out in paragraph 14 of the report.

20. There is no additional cost implication to this proposed restructure with costs being picked up within existing staffing and initiatives budgets.

### **HR Comments (JP 05/04/2022)**

21. Recruitment to the posts identified in the report will be in line with the relevant HR procedures including recruitment policy.

## **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.