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| TITLE: | TO REVIEW THE ORGANISATIONAL STRUCTURE IN RELATION TO ECONOMIC REGENERATION AND SPATIAL DEVELOPMENT |
| TO/ON: | THE CABINET / 22nd FEBRUARY 2006 |
| BY: | DEPUTY CHIEF EXECUTIVE |
| PORTFOLIO HOLDER: | CABINET MEMBER FOR REGENERATION |
| STATUS: | FOR PUBLICATION |

1. PURPOSE OF THE REPORT

Establish a post of Head of Spatial Development, PO 58-61. Establish a post of Head of Economic Regeneration, PO 53-56. Disestablish the post of Spatial Development Manager, PO 42-45 and the post of Head of Spatial Development and Economic Regeneration, PO 57-60.

2. RECOMMENDATIONS

The recommendations arising out of this report are as follows:

- i) The Cabinet to agree to establish a post of Head of Spatial Development.
- ii) The Cabinet to agree to establish a post of Head of Economic Regeneration and Development.
- iii) The Cabinet to agree to disestablish the posts of Head of Spatial Development and Economic Regeneration and Spatial Development Manager.
- iv) The Cabinet to agree that recruitment to the post of Head of Spatial Development and the post of Head of Economic Regeneration and Development.

3. REPORT AND REASONS FOR RECOMMENDATIONS AND TIMETABLE FOR IMPLEMENTATION

3.1 Background

The Organisational Review resulted in the development of a post of Head of Economic Regeneration & Spatial Development. The objective of the post was to oversee strategic developments in relation to Planning, Economic Development, Regeneration and the Strategic Housing Function. In addition a post of Spatial Development Manager was established to oversee specifically the management of the Forward Planning and Development Control Functions. The Head of Service post was successfully recruited to albeit from a low number of short-listed applicants. However, the post holder stayed a short period due to being appointed to an alternative post nearer to his home. A second advertising process resulted in no suitable candidates.

In addition, the Spatial Development Manager post has been advertised twice and resulted in no suitable applicants. Consequently there has been a lack of capacity and strategic lead in relation to the management of planning and associated functions. The recruitment process illustrated that though there was an able pool of candidates with skills in relation to Economic Regeneration. The recruitment market in relation to skilled planners is very limited. There is a national focus on spatial development as all Local Authorities have to produce a Local Development Framework; this is an essential element in the Council's infrastructure. Opportunities for qualified officers are wide ranging and Rossendale is competing in this field.

3.2 The Future

Planning

Rossendale has progressed well in the area of Forward Planning and it is essential that further capacity can be developed and progress maintained. Further improvements need to be delivered in relation to Development Control. In addition there are a number of major projects within the Borough which require a Planning lead including the Rawtenstall Master Plan, Rawtenstall Bus Station, and the Valley Centre Development. It is proposed therefore to establish the post of Head of Spatial Development who will have the strategic lead in relation to Forward Planning, Development Control and Building Control.

Economic Development, Regeneration and Strategic Housing

As the Housing Stock transfers to Greenvale Homes there is a need for a strategic focus in relation to Housing within the Council. A recent report by the Housing Inspector of the Audit Commission recognised that though the service had significant strengths significant improvements were needed in relation to Enabling, Private Sector Housing and Homelessness. In addition there is a requirement to build the capacity in relation to Economic Regeneration and Development. External resources have been identified in relation to the management of the Brownfield programme. The regeneration of Rossendale is essential to create jobs, improve retail and leisure facilities available to people, there is currently only one post dedicated to this area of development. It is proposed therefore to establish the post of Head of Economic Development and Regeneration who will have strategic lead of Economic Regeneration, Development and Housing.

4. CORPORATE IMPROVEMENT PRIORITIES

The proposals relate to the following Corporate Improvement Priorities

1. Embedding Our Customer promise
2. Delivering Regeneration Across the Borough
3. Promoting Rossendale

4.1 FINANCE AND RISK MANAGEMENT

Failure to deliver the Local development Framework is a significant risk to the Borough.

REVIEW OF ORGANISATIONAL STRUCTURE IN RELATION TO ECON REGENERATION AND SPATIAL DEVELOPMENT.

| Posts | SCP | Current 06'07 Budget | | | |
|------------------------|--------|----------------------|---------|---------|----------------|
| | | £ basic salary | £ NI | £ SA | £ Total |
| Head of Spatial Devel. | SCP 60 | 49,859 | 8,127 | 4,806 | 62,792 |
| Spatial Dev Manager | SCP 45 | 35,771 | 5,831 | 3,003 | 44,605 |
| | | | | | 107,397 |

| Posts | SCP | Proposed 06'07 Budget | | | |
|------------------------|--------|-----------------------|---------|---------|----------------|
| | | £ basic salary | £ NI | £ SA | £ Total |
| Head of Spatial Dev | SCP 61 | 51,015 | 8,315 | 4,954 | 64,284 |
| Head of Economic Regen | SCP 56 | 45,406 | 7,401 | 4,236 | 57,043 |
| | | | | | 121,327 |

Additional costs of re-organisation in '06/07

13,930

The additional cost can be met from Planning Delivery Grant

4.2 MEMBER DEVELOPMENT AND POLITICAL ARRANGEMENTS

No implications.

4.3 HUMAN RESOURCES

The recruitment and selection process will be followed to recruit to the posts.

5. RISK

The failure to recruit suitably equipped members of staff could result in a failure to deliver on a number of major projects and deliver improvements.

6. LEGAL IMPLICATIONS ARISING FROM THE REPORT

None.

7. EQUALITIES ISSUES ARISING FROM THE REPORT

None.

8. WARDS AFFECTED

All.

9. CONSULTATIONS

Consultations have taken place with:

- Leader of the Council
- Portfolio Holder

For further information on the details of this report, please contact: Carolyn Wilkins, Deputy Chief Executive 01706 252435 and or Liz Murphy Head of Human Resources 01706 252452