

County Council

23 February 2022



Creation of Head of Service roles – Regeneration, Economy and Growth

Report of Corporate Management Team

Amy Harhoff, Corporate Director of Regeneration, Economy and Growth

Councillor James Rowlandson, Cabinet Portfolio Holder for Investments, Resources and Assets

Purpose of the Report

- 1 To seek approval from Council to create two new Head of Service roles within the Regeneration, Economy and Growth Directorate which in accordance with the Council's Pay Policy, requires Full Council approval due to the salary of the posts.

Executive summary

- 2 The establishment of two new Head of Service roles is proposed as part of the review of the senior management structure across Regeneration, Economy and Growth directorate.
- 3 The proposal involves the deletion of the current role of Head of Development and Housing and the creation of a Head of Economic Development and a Head of Planning and Housing.
- 4 The rationale underpinning these proposals is to ensure we have a directorate which has sufficient capacity and is designed to provide corporate and strategic leadership and management to ensure that the Council delivers on its vision and priorities.
- 5 The current functions have in recent years absorbed considerable additional priorities and it is essential that Durham County Council can deliver the new funding, programmes and services which reside within the remit of this Directorate.
- 6 Additional pressures have arisen from; the success on a number of external funding proposals, the establishment of new functions such as Council house delivery, selective licencing, considerable investments to support town centres and high streets as well as strategic employment

sites and a new EC and Economic Strategy are all new introductions for the County. These investments are of considerable importance to the economic prosperity of County Durham, to support businesses and communities to thrive.

- 7 The proposed roles have been job evaluated as follows:
 - (a) Head of Economic Development HoS 2 / Salary £105,671
 - (b) Head of Planning and Housing HoS 2 / Salary £105,671
- 8 Financial provision for the recommendation has been made in the 2022/23 budget with the overall net additional cost being £120,717 including salary oncosts.

Recommendation(s)

- 9 Council is recommended to:
 - (a) approve the creation of the Head of Economic Development and the Head of Planning and Housing roles for the reasons outlined within this report.

Background

- 10 The current management team with Regeneration, Economy and Growth comprises five Heads of Service, as follows:
 - Head of Culture, Sport and Tourism (HoS2)
 - Head of Development and Housing (HoS1)
 - Head of Communications and Marketing (HoS3)
 - Head of Transport and Contract Services (HoS2)
 - Head of Corporate Property and Land (HoS2).
- 11 The proposed model of delivery of the service involves the deletion of the Head of Development and Housing role (HoS1 / Salary £119,955) and creation of a Head of Economic Development (HoS2 / Salary £105,671) and a Head of Planning and Housing (HoS2 / Salary £105,671) role.
- 12 This proposal will be subject to employee consultation as part of the wider Regeneration, Economy and Growth senior management review exercise.
- 13 The rationale of the review is to ensure the Directorate has the appropriate capacity, services and supporting structures to provide corporate and strategic leadership and management to support the Council to deliver its vision and priorities including:
 - (a) A clear inclusive economic strategy and defined plans for growth in key areas;
 - (b) Ambitious programmes to secure external funding and commercial ventures;
 - (c) A strong programme of strategic investments alongside village, town and city led regeneration for place;
 - (d) Delivery of the Council's housing strategy including the Council House Building Delivery programme, selective licencing support and working with registered providers;
 - (e) Supporting services for Homelessness or vulnerable care needs;
 - (f) Delivery of the Council's development and spatial planning functions and building control services;
 - (g) Employment and support skills services and strategy; and

- (h) Services to support business growth including business support programmes, commercial premises, developing new strategic sites and attracting inward investment
- (i) The current scope and remit of the existing post is not considered sufficient to enable delivery of the significant strategies and programmes outlined above. The focus which will be required in relation to the scale of economic development, regeneration and growth will be significant as a result of the pandemic and the effect of this has had on the economy.

Main implications

- 14 The posts have been evaluated using the Local Government Association (LGA) Senior Managers Scheme, which is consistent with the process for grading all Heads of Service and Strategic Manager posts within the Council. The role profiles for these posts are attached at Appendix 2.
- 15 Under the Council's Scheme of Delegation, Corporate Directors have authority to create new posts on the establishment up to Head of Service level. However, in accordance with the Council's Pay Policy Statement, the creation of any new post paying over £100,000 pa, requires approval from Full Council.
- 16 Subject to approval of the proposals in this report, the Regeneration, Economy and Growth restructure proposals will progress in line with corporate guidance.
- 17 The existing post of Head of Development and Housing is currently vacant. Therefore there will be no direct implications on existing employees resulting from the proposed deletion of the post.
- 18 Once consultation is complete, in line with normal practice, both posts will be advertised externally using an Executive recruitment and search consultancy to support the Council.
- 19 The net cost of the proposal is £120,717 and provision has been made in the 2022/23 budget for the additional costs involved.

Conclusion

- 20 This report proposes the deletion of one Head of Service Band 1 and the creation of two Head of Service roles and Band 2 within Regeneration, Economy and Growth as part of a service wide restructure, for the reasons outlined within this report.

Contact: Amy Harhoff

Tel: 03000 268081

Alison Lazazzera

Tel: 03000 264473

Appendix 1: Implications

Legal Implications

In February 2012, the Secretary of State issued statutory guidance under S.40 Localism Act 2011. Under the “Openness and Accountability in Local Pay” guidance, elected members should be offered the opportunity to vote on the proposal to create a new Head of Service post with a salary above £100,000. The Council’s Pay Policy Statement reflects these requirements.

Finance

The deletion of a Head of Service Band 1, and the establishment of two Head of Service roles at Band 2, will result in net additional cost of £120,717. Financial provision for these costs has been made in the 2022/23 budget.

Consultation

Consultation on the proposals will take place with Senior Management Team of the Directorate and recognised Trade Unions.

Equality and Diversity / Public Sector Equality Duty

None

Climate Change

None

Human Rights

None

Crime and Disorder

None

Staffing

There are no staffing implications as the existing post of Head of Development and Housing is vacant.

Accommodation

None

Risk

None

Procurement

None

Appendix 2: Role Profiles

JOB TITLE	Head of Economic Development	DIRECTORATE	Regeneration, Economy & Growth
SERVICE	Economic Development	GRADE	Head of Service Band 2
REPORTING TO	Corporate Director, Regeneration, Economy & Growth		

PURPOSE OF JOB	To lead the management and development of an innovative, driven, modern and strategic service ensuring the delivery of the Councils economic development services for strategy, business support, inward investment, development planning and skills. Supporting the Corporate Director of Regeneration Economy and Growth to enable growth, social value, and inclusion.
-----------------------	---

JOB OUTLINE/KEY RESULT AREAS	
<p>Generic Key Result Areas</p> <ul style="list-style-type: none"> ➤ Contribute to the strategic development and delivery of the Regeneration, Economic and Growth Service to meet the Council's policy and planning requirements. ➤ Lead and manage all employees, relevant budgets, and service performance in accordance with council procedures and objectives. ➤ Contribute to and manage the development and implementation of the service and council wide initiatives to deliver improvements across the council. ➤ Manage relationships with internal and external partners to support the delivery of efficient and effective services. ➤ Lead strategy, planning and improvements across the services in scope, participating in partnership arrangements as appropriate. ➤ Operate effectively and contribute positively as part of the Extended Management Team of the Council and Senior Leadership Team of the directorate. ➤ Lead teams to display the Council's Values & Behaviours, ➤ Ensure the principles of equality, diversity and inclusion in addition to the Council's other corporate values and priorities are embraced and underpin all work for employees and service users. ➤ Provide clear and visible leadership, promoting health, safety and wellbeing of the teams in scope and providing a positive working environment and culture ➤ At all times demonstrate personal commitment to the core values of the Council <p>Role Specific Key Result Areas</p> <ul style="list-style-type: none"> ➤ Lead on the development and delivery of the Council's Inclusive Economic Strategy ➤ Ensure that Business Durham, the Council's comprehensive business support service, makes a significant and positive contribution to the delivery of the Inclusive Economic Growth Strategy including managing its property portfolio, general and targeted business engagement and support plans, offering financial products to business key account management and securing inward investment ➤ Lead on the council contribution to regional policy and funding. ➤ Maximise income from external funding programmes and secure new investment through government funding. ➤ Lead on business case development for major schemes programmes 	

- Ensure a labour market which meets the needs of local businesses and support the lifetime opportunities of the County's residents.
- Lead on the Council's skills support programmes and strategy including working closely with skills agencies and providers
- Work closely across the directorate to support a joined up inclusive economic growth through
 - culture led regeneration and programmes,
 - town centre redevelopment
 - the delivery of strategic employment sites
 - improving digital and physical connectivity
 - delivery of attractive and accessible housing

- Lead on Community Economic Development including town centre sustainability and growth
- Ensure that economic strategies and interventions are supported by robust data and policy analysis and research
- Supporting the council's key role in leading a local and regional response to social and economic recovery from the impacts of the Covid-19 pandemic
- Supporting the continued exploration and examining the economic, political and social value of progressing a devolution ambition for Durham and maximising local and regional opportunities;
- Oversee the corporate delivery of the County devolution deal and ensure ongoing and effective monitoring as required
- supporting service reshaping and redesign, providing strategic independence in defining lean and sustainable structures in identified service areas for future state delivery.
- To work collaboratively with the REG Management team to ensure that cross-cutting agendas across the directorate are delivered

JOB TITLE	Head of Planning & Housing	DIRECTORATE	Regeneration, Economy & Growth
SERVICE	Planning & Housing	GRADE	Head of Service Band 2
REPORTING TO	Corporate Director, Regeneration, Economy & Growth		

PURPOSE OF JOB	To lead the management and development of the Councils housing strategy, delivery and planning functions. Supporting the Corporate Director Regeneration Economy and Growth to ensure a high performing team supporting inclusive growth and development through the planning system, policy and delivery of new homes and housing services.
-----------------------	--

JOB OUTLINE/KEY RESULT AREAS	
<p>Generic Key Result Areas</p> <ul style="list-style-type: none"> ➤ Contribute to the strategic development and delivery of the Regeneration, Economic and Growth Service to meet the Council's policy and planning requirements. ➤ Lead and manage all employees, relevant budgets, and service performance in accordance with council procedures and objectives. ➤ Contribute to and manage the development and implementation of the service and council wide initiatives to deliver improvements across the council. ➤ Manage relationships with internal and external partners to support the delivery of efficient and effective services. ➤ Lead strategy, planning and improvements across the services in scope, participating in partnership arrangements as appropriate. ➤ Operate effectively and contribute positively as part of the Extended Management Team of the Council and Senior Leadership Team of the directorate. ➤ Lead teams to display the Council's Values & Behaviours, ➤ Ensure the principles of equality, diversity and inclusion in addition to the Council's other corporate values and priorities are embraced and underpin all work for employees and service users. ➤ Provide clear and visible leadership, promoting health, safety and wellbeing of the teams in scope and providing a positive working environment and culture ➤ At all times demonstrate personal commitment to the core values of the Council <p>Role Specific Key Result Areas</p> <ul style="list-style-type: none"> ➤ Lead on the implementation and ongoing development of the Council's Housing Strategy ➤ Lead on the Council House building programme (Client) and develop and deliver a high-quality housing management service ➤ Lead on the delivery of a range of services to provide housing and support to those in housing need, including vulnerable and homeless people ➤ Lead the delivery of services within the private housing sector including the implementation and successful operation of the Councils selective licencing scheme ➤ Ensure the current and future housing needs within the County are identified and lead on the development and implementation of direct or indirect initiatives to meet that need including the co-ordination of the delivery of affordable housing across the county with Homes England, Registered Providers, Planning s106 agreement ➤ Ensure community led housing projects are supported and delivered ➤ Ensure constructive working relationships with central government including Homes England and maximise access to all grant to support housing delivery 	

- Maximise planning performance for the delivery of the Councils development planning functions including planning applications and building control services
- Lead the development and implementation of planning policies and plans to guide and encourage future development in the county;
- Lead the development and implementation of the Local Development Framework to define the spatial strategy and planning policies for the County. Including the preparation and production of all statutory plans and documentation – County Durham Plan, Local Transport Plan, Economic Assessment;
- Lead on the development of local masterplans
- Lead the management and development of the building control service to ensure that all building work complies with the building regulations and other allied legislation;
- Lead the management and development of the council's care connect service including the telecare service and the provision of a single point of access (SPA) out of hours in partnership with the NHS;
- Lead the management of the monitoring of strategic CCTV cameras in partnership with community safety and the Police
- To work collaboratively with the REG Management team to ensure that cross-cutting agendas across the directorate are delivered