

Report of the Director of City Development

Report to Housing and Regeneration Scrutiny Board

Date: 18th December 2012

Subject: Regeneration Staffing Position

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

1 Introduction

- 1.1 The Scrutiny Board at its meeting on 27th November 2012 considered a financial position statement for the relevant Directorate's after six months of the financial year 2012/13.
- 1.2 The Board requested a report at today's meeting on the staffing levels within the Regeneration Unit of the City Development Directorate. Members want assurances that the staff savings in the Unit are not affecting the delivery of the Council's objectives in this regard.

2 Directorate's Response

- 2.1 A breakdown of the main savings is as follows:

	£000s
Vacant Programme Manager Post	(64)
Savings from 3 posts occupied on part time basis	(47) (posts budgeted at full time)
2 vacant Project Assistant posts	<u>(52)</u>
	(163)

- 2.2 The savings are partly offset by the additional costs incurred for staff in managing workforce change following the restructure. All these staff have now been placed in other posts or have left the authority.
- 2.3 The vacant programme manager post is as a result of the post holder being seconded under long term arrangements to support work in the Employment & Skills Division, to deliver the Apprentice Training Agency.

- 2.4 The project assistant vacancies have arisen as a result of the staff having obtained employment elsewhere in the authority. These posts have not been back-filled as a contribution to overall budget savings in the current financial year. In July 2012 the Regeneration Division was moved to the City Development Directorate to benefit from closer working and realise operational efficiencies with other services in the Directorate such as Asset Management, Planning, Highways and Economic Development. This has involved the shared use of some administrative resources to provide appropriate back-office support. The need to fill the vacant administrative posts is being kept under review and will be considered in the new financial year.
- 2.5 The Regeneration Division is split into three teams covering Housing Investment, Spatial Regeneration and Heritage/Economic projects, with close working and sharing of professional staff resources across these according to workload or expertise/skills required in project activity. Whilst there are some sizeable savings against the staffing budget, the service works flexibly responding to priorities to try to ensure that the nature of these (flexible working, maternity leave and reduced administrative support) has not unduly affected the ability to deliver regeneration activities within its approved staffing structure.

3 Recommendations

- 3.1 Members are asked to consider the Directorate's response and determine what, if any, further scrutiny the Board wishes to undertake on this matter.

4. Background papers¹

- 4.1 None used

¹The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.