

REPORT FOR DECISION



DECISION OF:	Human Resources and Appeals Panel		
DATE:	30th July 2020		
SUBJECT:	Proposals for the Business, Growth and Infrastructure Department		
REPORT FROM:	Leader and Cabinet Member for Finance and Growth; and Cabinet Member for Corporate Affairs and HR		
CONTACT OFFICER:	Paul Lakin, Director of Regeneration and Capital Growth		
TYPE OF DECISION:	Non- Key Decision		
FREEDOM OF INFORMATION/STATUS:	This paper is within the public domain.		
SUMMARY:	The report provides a summary of the proposed phasing of the restructure within the Business Growth and Infrastructure Department and seeks to establish two Assistant Director roles and two Major Projects Managers.		
OPTIONS & RECOMMENDED OPTION	<ol style="list-style-type: none"> 1. Remain the same. 2. Support the restructure proposals to ensure greater focus on delivery of strategic priorities. It is recommended that subject to a period of formal consultation, the posts of Assistant Director (Regeneration Delivery), Assistant Director (Strategy, Planning and Regulation) and two Major Projects Managers are established, to be funded as detailed within the report and that the posts of Assistant Director Resources and Regulation and the Head of Urban Renewal be deleted from the establishment. 		
IMPLICATIONS:			
Corporate Aims/Policy Framework:	Do the proposals accord with the Policy Framework? <table style="display: inline-table; vertical-align: middle;"> <tr> <td style="text-align: center;">Yes</td> <td style="text-align: center;">No</td> </tr> </table>	Yes	No
Yes	No		

Statement by the S151 Officer: Financial Implications and Risk Considerations:	The additional costs of the structure will be met from posts that are to be dis-established and an element of staffing costs will be charged to the capital programme in recognition of the work undertaken by the team to deliver the programme.				
Equality/Diversity implications:	None.				
Considered by Monitoring Officer:	<table border="0"> <tr> <td>Yes</td> <td>Comments</td> </tr> <tr> <td colspan="2"> <p>This report sets out proposals for recruitment to key roles within the Business, Growth and Infrastructure (BGI) Department, which must be undertaken in line with the Council's recruitment and selection policies and procedures. The requirements for consultation as part of the process for creating the roles identified, is as set out in the report.</p> <p>This is not considered to be a major restructuring within the Council and as such can be determined by the Human Resources and Appeals Panel</p> </td> </tr> </table>	Yes	Comments	<p>This report sets out proposals for recruitment to key roles within the Business, Growth and Infrastructure (BGI) Department, which must be undertaken in line with the Council's recruitment and selection policies and procedures. The requirements for consultation as part of the process for creating the roles identified, is as set out in the report.</p> <p>This is not considered to be a major restructuring within the Council and as such can be determined by the Human Resources and Appeals Panel</p>	
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Wards Affected:	All				
Scrutiny Interest:	No.				

1.0 BACKGROUND

1.1 In January 2020 the Human Resources Appeals Panel and Cabinet agreed structure proposals within which the Council and the CCG will operate as a partnership across the following departments and single commissioning function:

- The Department of Operations.
- The Department of Corporate Core Services and Finance.
- The Children and Young People's department.
- The Business Growth and Infrastructure Department.
- The One Commissioning Organisation.

1.2 Executive Directors were tasked with developing detailed structures for their departments, within established resources, which were to be subject to separate approval. It was agreed in the report to both the Human Resources and Appeals Committee and Cabinet on 10 June 2020 that the proposals for the Business, Growth and Infrastructure (BGI) Department would be submitted to the next meeting.

2.0 CONTEXT

- 2.1 The Covid-19 pandemic is impacting on both health and the economy. Practically all businesses in Bury are being affected. A recession, both within the UK and globally is likely, and forecasters are currently predicting a significant drop in GDP for the UK economy.
- 2.2 Bury Council is developing a recovery strategy that gets the Borough back on track with delivering our priorities for Bury 2030, which will continue to be the most significant challenge for the next year and probably beyond.
- 2.3 The Business Growth and Infrastructure Department will have responsibility for the economic recovery plan and the Council's existing priorities for economic growth. This will include:-
- An economic recovery strategy focused on priority sectors and keeping Bury people in the labour market.
 - Address barriers to growth, in particular the lack of premises to expand and skill shortages.
 - Delivery of GM full fibre rollout in the Borough.
 - Securing investment in social and physical infrastructure for growth.
 - GMSF.
 - The development of town centres including the Radcliffe SRF, Bury Town Centre masterplan, Prestwich Town Centre redevelopment, Whitefield Uplands and plan to sustain success for Ramsbottom. For all of the Borough's town centres delivering housing density, transport hubs, public service hubs and culture to diversify from and underpin retail.
- 2.4 The Council needs to respond proactively to the current economic impact, together with the longer term ambitions which will be set out in the new Bury 2030 Strategy. The importance of Bury Council taking a leading role in shaping the future economy has never been greater.
- 2.5 This paper sets out proposals for recruitment to key roles within the Business, Growth and Infrastructure (BGI) Department to enable a greater focus and emphasis on delivery.
- 2.6 A further report setting wider restructuring proposals across the whole of the department will be presented to a future meeting of the Panel.
- 2.7. Work is underway to produce a draft Housing Strategy for the borough as part of the Bury 2030 Strategy. Proposals in relation to the structure needed to secure delivery of the Housing Strategy will be brought forward in the autumn.

3.0 RATIONALE AND PERCEIVED BENEFITS

- 3.1 There are a number of major drivers for change which have informed the proposed restructure proposals. These can be summarised as:
- A need to strengthen our strategic planning function to support the Greater Manchester Spatial Framework (GMSF) and the proposals for the Northern

Gateway, one of the most significant land opportunities in the north of England.

- The need to work-up shovel-ready development proposals for our priority regeneration locations (Prestwich, Radcliffe, Wider Markets Area Bury Town Centre).
- An opportunity to implement the Neighbourhood Asset Review.
- The need to focus on securing additional business and inward investment into the Borough.
- The opportunity to maximise our land and property assets.

3.2 The appointment of two Assistant Directors will give the BGI Department the capacity and the expertise to drive forward these key objectives. Current Heads of Service in the Department will report to these Assistant Directors, as detailed in the proposed structure at Appendix A; releasing some capacity of the Director of Regeneration and Capital Growth to focus on strategic priorities of the Bury 2030 Strategy.

3.3 The post of Assistant Director (Strategy, Planning and Regulation) will be responsible for strategic planning, leading Bury's input to the Greater Manchester Spatial Framework (GMSF) and the planning of our town centres including strategic transport planning initiatives and industrial infrastructure, as well as having control over the statutory planning, building control, and urban renewal. The bringing together of these building management functions will help create a more coherent team and better opportunities for cross-team collaboration. The jobs description for the post is attached at Appendix B.

3.4 The post of Assistant Director (Regeneration Delivery) will oversee the Council's commercial asset and land portfolios and will provide high level focus on our major regeneration projects (examples of which include the One Public Estate and new public buildings, Prestwich Urban Village, Ramsbottom and Bury Wider Markets Area). They will also oversee economic development and be responsible for our business liaison functions and deliver the Borough's employment agenda and contributes to the skills agenda as it impacts on business. The post holder will develop the project propositions and secure external sources of funding including GM, government and public and private sector partners. The jobs description for the post is attached at Appendix C.

3.5 The posts for two Major Project Managers will be created to deliver the Council's regeneration ambitions with a single integrated plan for the strategic redevelopment of key town centres and economic sites within the Borough of Bury. The jobs description for the post is attached at Appendix D.

3.6 The Radcliffe post in the first instances will be responsible for driving forward the Radcliffe Strategic Regeneration Framework (currently in draft) that has been produced to support and direct regeneration, investment and growth in the town over the next 15 years. The post holder will be responsible for driving forward the major capital projects proposed via the Strategic Regeneration Framework and will have accountability directly to the Chief Executive, whilst having line management accountability to the Assistant Director of Regeneration Delivery.

3.6.1 The second post will initially support the Town Centre Boards in playing a pivotal role in supporting the various regeneration initiatives, development schemes and wider town centre plans. Our town centres are core components of the Borough's economic infrastructure. The quality and vitality of our centres are critical in attracting both businesses and residents. Each of our centres are different and

ahead of the Covid-19 pandemic, faced quite different although sometimes related challenges.

- 3.6.2 The Major Project Managers will mirror the approach we have taken in Prestwich, where we have a dedicated senior post funded by our capital programme. The Prestwich Project Manager Job Description will also change to become a Major Projects Manager. It is anticipated that these posts will be funded from the Councils capital budget and because of the lack of forward visibility we have made these posts initially a two-year fixed term contract. This can be counter-productive when seeking to recruit as candidates may start after 12 months to look for other roles, causing problems with continuity and focus. It would therefore suit the needs of the Council if the posts whilst offered on an initial two year term are presented as having a longer-term potential. This can be achieved by making the job specifications for these posts generic, as opposed to attached to a specific place, allowing greater potential to provide longer-term funding certainty to support these posts because post-holders can be funded by a wider pool of capital projects.

4.0 FINANCIAL IMPLICATIONS

- 4.1 The cost of the Assistant Director posts is £0.206m and a further £0.140m for the project management posts. Giving an overall total of £0.346m. Funding for posts within the BGI service is a combination of capital and revenue and there is already an expectation that 50% of the Director of BGI will be funded from the capital programme. Given the increasing strategic nature of this role an allocation of 30% of the costs is considered more appropriate. This means that the overall cost increases to £0.373m.
- 4.2 Given the role of the service and their involvement with the delivery of capital projects, it is proposed that the costs be met from the saving as a result of the dis-established posts (£0.166m) and the remainder of £0.208m funded from the capital programme. Costs will be allocated to the various projects within the programme and are therefore not specific to individual projects.

5.0 CONCLUSION

- 5.1 The changes proposed are made as the basis for consultation. A period of 30 days consultation will be allowed to take feedback on the proposals and discuss details with affected staff and the Trades Unions, following which the posts will be advertised and the relevant process will be followed to recruit to the posts.

Appendices:

Appendix A - BGI Structure charts

Appendix B – Assistant Director Strategy, Planning and Regulation

Appendix C – Assistant Director Regeneration Delivery

Appendix D – Major Projects Manager

List of Background Papers:-

None.

Contact Details:-

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