

By: Kevin Lynes, Cabinet Member for Regeneration and Economic Development
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To: Regeneration & Economic Development Policy Overview & Scrutiny Committee
16 November 2011

Subject: Restructuring of the Regeneration & Economy Function

Classification: Unrestricted

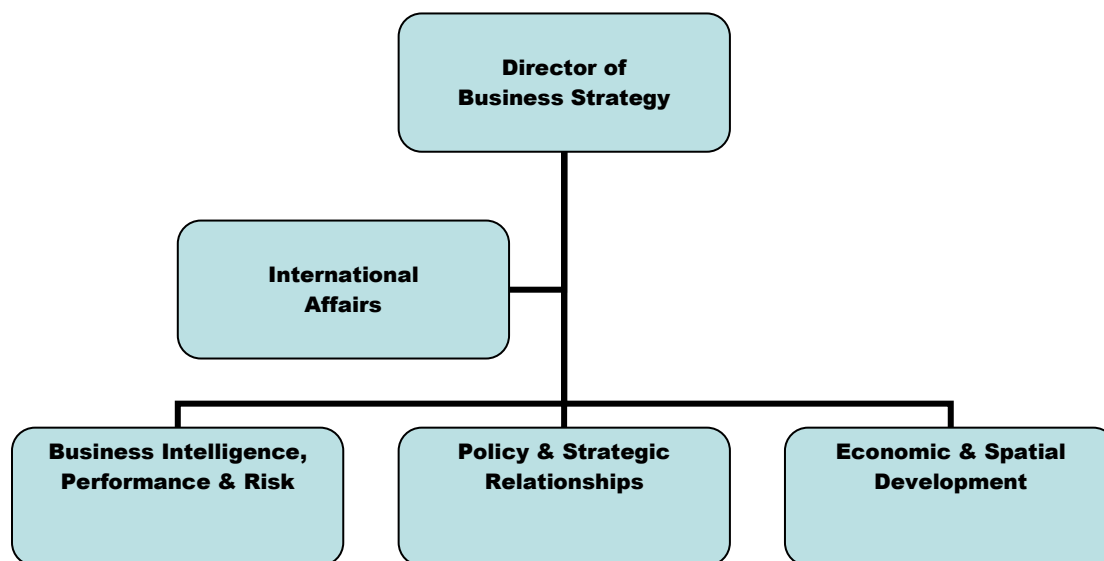
Summary To inform Members of the proposed structures for the new Economic and Spatial Development Unit within Business Strategy and the Regeneration Projects team in Enterprise and Environment and the respective selection processes.

1. Introduction

- 1.1 In April 2011 and as part of “Change to Keep Succeeding”, the Regeneration & Economy Function was split between the Commissioning/Strategy team entitled ‘Economic Development’ now located within Business Strategy and Project Delivery entitled ‘Regeneration Projects’ now located within Enterprise and Environment
- 1.2 Reflecting a budget reduction target of £500,000 for staffing for 2012/13 new structures have been proposed for both aspects of the Regeneration and Economy function which will result in a reduction of 8 FTE staff. The proposals for Economic Development sit within the context of the restructure of the whole of Business Strategy. An informal consultation took place over the summer to develop the high level ideas, and a formal consultation ran from 21st September to 21st October setting out a detailed proposal.
- 1.3 For Regeneration Projects the new structure has been designed to maintain sufficient capacity, capability and flexibility to deliver regeneration project activity from April 2012. Formal consultation was launched on 1st November and will conclude on 30th November when comments received will be taken into account, and the structure finalised.
- 1.4 The selection process for both aspects will be implemented during November/December.

2. Economic Development within Business Strategy

- 2.1 The Business Strategy Division will be organised into four teams – consolidating the 9 functional areas which exist today:



- 2.2 The restructure of **Economic and Spatial Development Unit** will result in a loss of 2FTE and will focus on shaping and developing policy and strategy to ensure conditions are right for economic growth in Kent. The unit will serve CMT/Cabinet and public sector partners and, most crucially, the business community. Its role is to respond directly to the priorities in the Regeneration Framework and within Bold Steps for Kent. It will shape and commission effective and timely responses to the strategic, spatial and development priorities and needs of Kent's economy and businesses. The unit's remit will also now extend to include more focus around broader Spatial and Environmental Strategy agendas and developing the performance, planning, service review and business intelligence relationships within these areas. This will be achieved particularly through further deepening of relationships both within and beyond Kent and of the business partner/adviser role with Enterprise and Environment. The existing and proposed structures for Economic & Spatial Development are set out in Annexes 1 and 2.
- 2.3 The remainder of Business Strategy will comprise **Business Intelligence, Performance and Risk Unit; Policy and Strategic Relationships** and **International Affairs**. The restructure of these units has been considered by the Corporate POSC.

3. Regeneration Projects

- 3.1 The re-structure of Regeneration Projects has focused on a reduction of approximately 6 FTE posts to meet the necessary savings targets. No substantial changes in the nature of its function are proposed and the skills and experience of staff required remains largely the same i.e. that of project delivery and related activity. The process of selection to be used is therefore that of 'diminution'. The existing and proposed structures for Regeneration Projects is set out in Annexes 3 and 4.

4. Supporting Staff through the next steps

- 4.1 Staff have been kept well informed about the restructuring proposals through staff meetings and consultation proposals. Responses to the informal consultation for Economic & Spatial Development during the summer resulted in a number of significant improvements to the proposals put forward under the formal consultation. The formal consultation closed on 21st October, and a number of changes were made to the Economic & Spatial Development structure (as reflected in Annex 2). The formal consultation for Regeneration Projects concludes on 30th November.
- 4.2 Assessment and interviews for the most senior posts will take place towards the end of November and interviews for all the remaining posts will be completed as far as possible before Christmas to minimise the period of uncertainty for staff and to enable the new structure to be up and running for the New Year.
- 4.3 Every effort is being made to avoid compulsory redundancy. Volunteers for redundancy or early retirement have been sought, although we clearly reserve the right to reject applications where we need to retain the skills/knowledge/experience of the person involved. Any staff who do not secure jobs in the new structure will then be priority candidates for any other job opportunities within KCC. All staff have also been offered employment support via “Workfriend”, which is an online job seekers’ training and redeployment tool – and reminded that Support Line is also available to them on a confidential basis.

5. Recommendations

- 5.1 The Regeneration and Economic Development Policy, Overview & Scrutiny Committee is asked to NOTE the proposals for the restructuring of Economic Development and Regeneration Projects and the progress to date.

Barbara Cooper

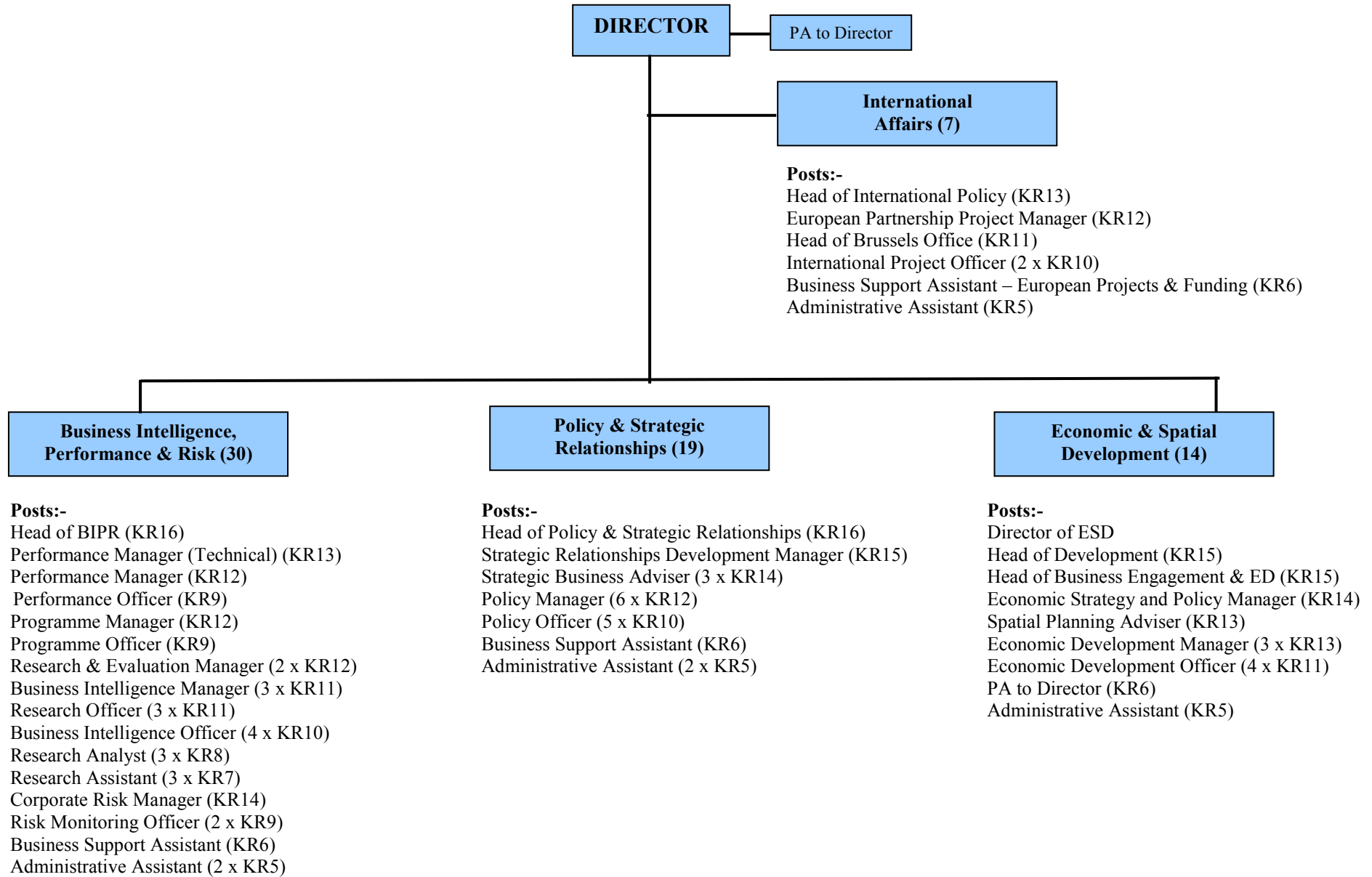
Background Papers: None

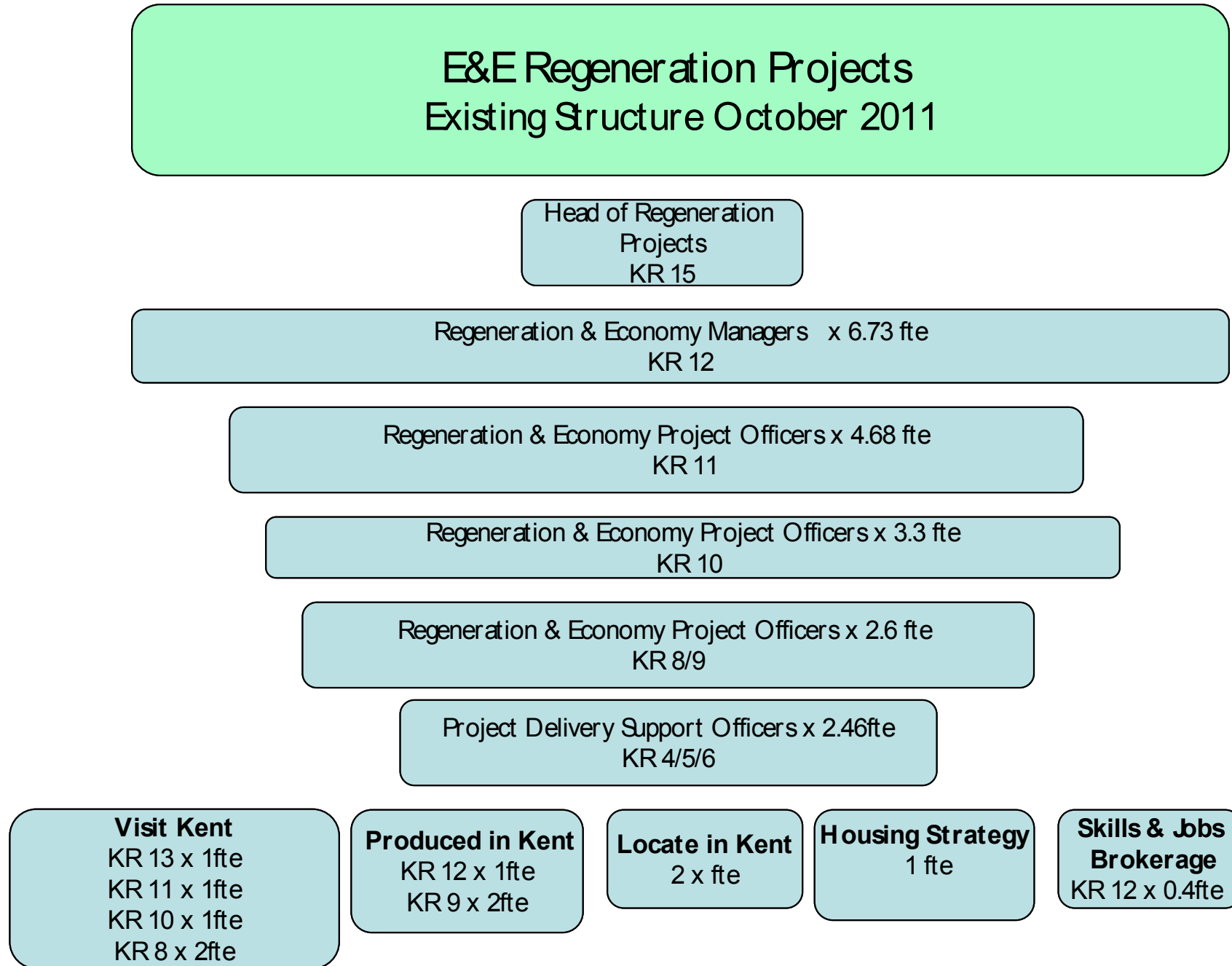
**Economic & Spatial
Development (16)**

Posts:-

Director of ED
Head of Development Investment (KR15)
Head of Growth Areas & Development (KR15)
Executive Director (Kent Economic Board) (KR14)
Regeneration Manager (KR13)
Kent Design Manager (KR13)
Rural Regeneration Manager (KR13)
Regeneration & Projects Manager (KR12/13)
KEB Skills Manager (KR12)
Project Officer (KR11)
Principal Regeneration & Projects Officer (KR10/11)
PA to Director (KR6)
Administrative Officer (KR5)

Plus Strategy (Economic and Spatial) Team
Economic Strategy and Policy Manager (KR14)
Sustainability Managers (x2) (KR11)





PROPOSED REGENERATION PROJECTS STRUCTURE