

Service Resource – Planning Policy & Economic Development Service (Regeneration)

Report of the Finance and Resource Portfolio Holder

Recommended:

That the funding as set out in section 8 of the report be approved.

SUMMARY:

- The delivery of the masterplans for the two town centres is a key Council objective. The report explains the need and sets out proposals for funding to enable increased resource requirement to support their delivery.

1 Introduction

- 1.1 This report recommends funding for additional resources within Planning Policy & Economic Development Service to facilitate progress with delivering the various projects contained in the Andover and Romsey masterplans.

2 Background

- 2.1 To maximise the ability to progress with both masterplans simultaneously, a need has been identified for additional resources that will build upon the existing resource within the Council. Currently the Regeneration Manager leads the regeneration projects in Andover and Romsey and is the technical expert on strategy, development and delivery. The Council's working arrangements are such that the Regeneration Manager is supported by a number of senior officers across the organisation. This has proved invaluable to understanding the complexities of regeneration and identifying the appropriate course to take in delivering the objectives of both masterplans. However, as the Council and its partners move forward to delivery there is a greater need to provide capacity and technical support within the Regeneration Team.
- 2.2 To complement the Regeneration Manager, two additional specialist roles in the areas of planning and delivery are proposed. The three roles together will manage the various projects as they are brought forward. As the projects will be at different stages, size and scale across the two towns the involvement of the three posts will vary depending on the specific requirements at that time. In addition the roles will continue to be supported by multi-disciplinary teams from both within the Council, consultants and external partners such as Hampshire County Council.

- 2.3 A further post of Regeneration Project manager is also proposed. This post will assist in the management of the projects that fall under the remit of the masterplans. The post-holder will undertake standard project management activities including the organisation of project boards and teams, identifying risks, issues and opportunities with a specific focus and experience within a regeneration/redevelopment background. They will play an active role in supporting the three specialist roles within the Regeneration team so that they are able to bring forward the complex projects to a consistently high standard.

3 Corporate Objectives and Priorities

- 3.1 The Council's corporate plan (Growing Our Potential 2019-23) establishes the importance of our town centres. Supporting the masterplan projects through additional resource will build additional strength to the Council's ability to deliver and the pace of that delivery.

4 Consultations/Communications

- 4.1 The report considers an operational resourcing matter, as such no consultation or communication is required. Any consultation regarding changes to the organisational structure will be undertaken in accordance with Council policy.

5 Options

- 5.1 The options to consider are:

5.1.1 Option 1 – Do not approve the additional resource

5.1.2 Option 2 – Approve the budget impact (recommended)

5.1.3 Option 3 – consider alternative ways to support the delivery of the masterplans.

6 Option Appraisal

Option 1

- 6.1 By not providing the requested additional resource there is a risk that the Council will not be able to achieve the objectives of the Corporate Plan and the two masterplans. This option is not recommended.

Option 2

- 6.2 The resource growth areas outlined in this report arise as a consequence of the Council's regeneration aspirations set out in the Corporate Plan. This is the recommended option.

- 6.3 The proposals in the report do come with a budget consequence (see Resource Implications section, below). However, the Council's Medium Term Financial Strategy 2023/24-25/26 (MTFS) builds in an allowance for the potential growth in requirements. With the benefit of this funding it is recommended that the proposals are approved.

Option 3

- 6.4 The Head of Service has considered options for whether the additional posts could be funded through savings found within the Planning Policy & Economic Development Service. It is the opinion of the Head of Service that reducing capacity in other areas of the Service would only serve to create additional and unjustified pressure on service delivery in other important areas for the Council, such as the Local Plan.
- 6.5 Heads of Service have also considered whether the role and responsibilities that the three proposed posts would fulfil could be undertaken by other officers or through using external consultants. The use of existing officers within the Council would have a negative impact on existing workloads and their specific duties.
- 6.6 The use of consultants funded through the approved Regeneration Reserve will continue in order to provide the detailed specialist guidance that the Council will require. However, there is greater benefit having an internal resource that can focus fully on the masterplans' delivery.
- 6.7 It is for these reasons that Option 3 is not recommended.

7 Risk Management

- 7.1 An evaluation of the risks indicate that the existing controls in place mean that no significant risks have been identified at this time.

8 Resource Implications

- 8.1 The resource implications of the three indicative posts (the Head of Planning Policy and Economic Development will finalise posts and grades in accordance with existing delegated powers) are set out in the table below.

Post	Cost (£)
Regeneration Planning Manager	£85,070
Regeneration Delivery Manager	£85,070
Regeneration Project Manager	£65,670
Total	£235,810

- 8.2 As these posts are permanent changes to the Establishment there will be a budget pressure. The MTFs, which has been considered by Council earlier on this agenda, recognises the anticipated budget pressure arising from the need for additional staff.
- 8.3 The net cost of these additional posts will be included into the budget forecast as part of the budget setting process for 2023/24, funded from the growth allowance contained within the MTFs.

9 Legal Implications

9.1 There are no legal implications arising from the recommended option.

10 Equality Issues

10.1 Any future requirement would comply with the necessary equality duties and Council procedures.

11 Conclusion and reasons for recommendation

11.1 As the Andover and Romsey masterplans move from concept to delivery, the need for additional resources has been identified. It is recommended that the additional posts outlined in the report be added to the Establishment.

Background Papers (Local Government Act 1972 Section 100D)

None

Confidentiality

It is considered that this report does not contain exempt information within the meaning of Schedule 12A of the Local Government Act 1972, as amended, and can be made public.

No of Annexes:

None

File Ref:

N/A

(Portfolio: Finance and Resources) Councillor M Flood

Officer:

Graham Smith

Ext:

8141

Report to:

Council

Date:

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