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Delegated Officer Report

Decision Maker:	Emma Barton – Deputy Chief Executive Place
Date of Decision:	25th March 2024
Subject:	Economy Management Service Review
Report Author:	Paul Clifford – Director of Economy Matt Bulmer – Director of Education, Early Years and Skills
Ward (s):	N/A

Reason for the decision:	To establish a new leadership structure within the Economy and Education, Early Years and Skills Services following the completion of a service review.
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Summary:	A Service Review has been undertaken predominately within the Economy Service to ensure that appropriate leadership capacity exists to drive forward the delivery of the Councils place and regeneration priorities inclusive of:
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- Leading on the delivery of the Oldham Economic Review and Economic Plan through the Oldham Partnership and established Economic Board.
- The delivery of the Creating A Better Place programme
- Unlocking the potential of Atom Valley for our residents and businesses

- Leading on the delivery of housing growth in the Town Centre through the MUSE Strategic Partnership
- Delivery of a wider ambitious housing delivery programme across the borough complimenting the Town Centre Strategic Partnership.
- Delivering a holistic borough wider growth programme through the establishment and implementation of District Place Plans co-produced with local communities
- Ensuring our Urban Centres including Oldham Town Centre are thriving and vibrant.
- The development and delivery of all relevant growth strategies including Local Plan, Transport and Housing Strategy
- Provision of an efficient and effective property and asset management service enabling the delivery of corporate priorities including Place Based Working and wider asset rationalisation utilisation.
- Accelerating the delivery of housing sites across the borough in response to the Housing Crisis within Oldham and aligned to the supply response set out by the Housing Recovery Board
- Establish strategic leadership capacity within the Employment and Skills arena ensuring that Oldham is in a position to maximise devolved opportunities at a Greater Manchester Combined Authority level.

Additional objectives identified within the context of the review include:

- Facilitate a wider functional alignment where appropriate again were aligned to service priorities.
- Ensure that parity is achieved across the leadership structure in respect of grades. role and functions.
- Deliver a revenue saving contribution to overall corporate budget efficiency review.

Following the completion of the strategic review, five senior leadership positions have been reviewed and job descriptions have been revised to reflect the evolution of responsibilities deriving from the Directorate priorities and have been through the Councils Hays job evaluation process which has ratified the grades below.

Post Ref	Current Post	Current Grade	Proposed Title	Proposed Grade
3118	Head of Planning, Transport & Housing Delivery	SM1	AD Planning & Strategic Transport	AD2
3204	Head of Housing and Property Partnerships	SM1	Head of Housing Delivery	SM1
3639	AD Economic Growth	AD2	AD Skills and Employment	AD2
3636	AD Property and Projects	AD2	No change	AD2
3634	Strategic Lead Creating a better Place	SM1	AD Creating a Better Place	AD2

Following consultation with the Director, it has been identified that the AD Skills and Employment Role is aligned to Education, Early Years and Skills service. This will see the function partially funded through the Lifelong Learning Budget up to SM1 level and the remained of funding being provided through the Economy Service review efficiencies.

Following the establishment of the leadership structure, wider service review work will be undertaken across all teams to ensure that functional alignment is achieved in respect of Corporate, Directorate and Service priorities.

Full details of the proposed changes are contained in Appendix A – Economy Service Review Consultation document.

What are the alternative option(s) to be considered? Please give the reason(s) for recommendation(s):

Option 1: to retain the existing service leadership structure. This is not felt to be a viable

option as the current structure does not reflect the strategic priorities of the Council.

Option 2: Progress the proposal as set out in this report ensuring that the right strategic resource and capacity is in place enabling corporate priorities to be delivered.

Consultation: including any conflict of interest declared by relevant Cabinet Member consulted.

The existing leadership team have been fully consulted on all aspects of the service review and recommendations contained within this report.

Recommendation(s):

Recommendation: Option 2

Implications:

*What are the **financial** implications?*

The current budgets, inclusive of oncosts, for the posts identified above are –

Post	£
Head of Planning, Transport & Housing Delivery	93,430
Head of Housing and Property Partnerships	94,810
AD Economic Growth	111,450
AD Property and Projects	103,210
Strategic Lead Creating a better Place	92,050
Total	494,850

The new structure, if approved, will result in the following budget requirement –

Post	£
AD Planning & Strategic Transport	103,210
Head of Housing Delivery	94,810
AD Skills and Employment (difference between top of SM1 and AD2)	20,610
AD Property and Projects	107,280

AD Creating a Better Place	103,210
Total	429,120

The AD for Skills and Employment will be funded up to SM1 by the Education, Early Years and Skills service with the top-up to AD2 being funded from savings made within the restructure.

Therefore, the budget saving for implementing this restructure will be £65,730. This saving will be reprofiled within the Place & Economic Growth portfolio.

(John Hoskins – Finance Manager)

What are the **legal** implications?

N/A

What are the **procurement** implications?

N/A

What are the **Human Resources** implications?

A full consultation process has taken place with staff affected by this proposal and amendments have been incorporated where necessary. There are no significant HR implications as the affected posts have been graded higher and there are no redundancies associated with the proposals.
Adele Savage, Head of HR

Equality and Diversity Impact Assessment

N/A

What are the **property** implications

N/A

Risks:

N/A

Co-operative agenda

N/A

Has the relevant Legal Officer confirmed that the recommendations within this report are lawful and comply with the Council's Constitution?

Yes


Has the relevant Finance Officer confirmed that any expenditure referred to within this report is consistent with the Council's budget?

Yes

Are any of the recommendations within this report contrary to the Policy Framework of the Council? No

Reason(s) for exemption from publication: Information relating to the financial or business affairs of any particular person including the Council.

There are no background papers for this report

Report Author Sign-off:	
Paul Clifford, Director of Economy	
Date:	15 March 2023

In consultation with Deputy Chief Executive Place

Signed: 

Date: 25.03.2024