

South Ayrshire Council

**Report by Director – Place
to South Ayrshire Council
of 18 December 2019**

Subject: Economy and Regeneration

1. Purpose

- 1.1 This report outlines proposals to amend the fourth tier management arrangements within the Economy and Regeneration services to reflect the Council's strategic objectives, including the Ayrshire Growth Deal and Regional Partnership, and facilitate a wider strategic and operational review.

2. Recommendation

2.1 It is recommended that the Council:

- 2.1.1 approves the revised fourth tier staffing arrangements, as outlined in [Appendix 1](#);**
- 2.1.2 requests that the Service Lead – Economy and Regeneration bring forward an Economic Strategy for South Ayrshire and associated management structure to reflect the emerging Regional Economic Strategy by April 2020.**

3. Background

- 3.1 In March 2019, the Leadership Panel approved the integration of the Council's Economic Development and Regeneration activities to establish a new Economy and Regeneration service. The two existing Service Lead posts were deleted and a new post, Service Lead – Economy and Regeneration was created. The new Service Lead – Economy and Regeneration took up post on 30 September 2019.
- 3.2 The Ayrshire Growth Deal has progressed at pace over the summer and autumn period and it is expected to reach final agreement with both governments and Final Business Cases in the first part of 2020. External professional services are in place to provide additional programme and project support and the Council is working closely with key partners such as Scottish Government, Scottish Enterprise, Scottish Development International and Skills Development Scotland to progress business cases. Significant work is required to be undertaken ensure the Council is in a position to achieve these challenging timescales and it is recognised that additional dedicated resource is now required to do so.

- 3.3 Building on the regional approach of the Growth Deal, the three Ayrshire Councils have established a Regional Partnership to allow all agencies in Ayrshire to work collaboratively to maximise the benefit of investment and facilitate growth on a scale that is not achievable by Councils individually. Work is underway to agree a strategy with a shared vision and values that will underpin this collaborative regional approach and this will impact on how we deliver economic development activities at a local level.

4. Proposals

- 4.1 A strong and effective economy and regeneration service will make a significant impact on the delivery of Council's key strategic objectives. The Service Lead – Economy and Regeneration will develop a strategic economic plan that will deliver the Council's strategic objectives but will also align with Ayrshire's emerging Regional Economic Strategy. The plan will establish a vision for South Ayrshire and determine the optimum resources and structure to achieve that vision.
- 4.2 In addition, while further work will be required to establish the longer term in-house senior (third) tier management arrangements to support the Ayrshire Growth Deal and Regional Partnership, as highlighted in section 3.2, it is clear that there is a requirement for a new temporary post of Coordinator – Ayrshire Growth Deal to support all activities in relation to the Ayrshire Growth Deal and Regional Partnership and therefore, it is proposed to create this new post, graded level 12 for an initial 2 year period.

5. Legal and Procurement Implications

- 5.1 There are no legal implications arising from this report.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 In March 2019, Leadership Panel approved the integration of the Council's Economic Development and Regeneration activities to achieve a saving of £220,000. This saving has now been achieved through the integration of service lead posts and the removal of the final non-earmarked Ayr Renaissance budget.
- 6.2 The creation of the Coordinator – Ayrshire Growth Deal on a 2 year temporary basis will require funding of £58,000 from the Ayrshire Growth Deal capital budget each of the two years.

7. Human Resources Implications

- 7.1 In March 2019, Leadership Panel approved the integration of the Council's Economic Development and Regeneration activities to establish a new Economy and Regeneration service and deleting the two existing Service Lead posts. Neither postholder was successful in the recruitment of the new Service Lead post and the Council's Framework for Managing Workforce Change will now apply to both officers.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 There is a risk that the Council is unable to achieve its strategic objectives or the required outcomes of the Ayrshire Growth Deal and Regional Partnership and unable to develop a cohesive approach to events and tourism to help make the most of our economy.

9. Equalities

9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as [Appendix 2](#).

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report have potential to contribute to the Council strategic objective of 'Make the Most of the Local Economy' and 'Enhanced Environment through Social, Cultural and Economic activities'.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with Councillor Brian McGinley, Portfolio Holder for Economy and Culture, and the contents of this report reflect any feedback provided.

13.4 Consultation with the Trade Unions with regards this proposal has been undertaken and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Director – Place will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Leadership Panel in the ‘Council and Leadership Panel Decision Log’ at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Implement new fourth tier arrangements	31 January 2020	Service Lead – Economy and Regeneration
Economic Strategy for South Ayrshire and associated management structure to be submitted to Leadership Panel	30 April 2020	Service Lead – Economy and Regeneration

Background Papers None

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