

The Highland Council
Planning, Development and Infrastructure Committee
11 May 2016

Agenda Item	8
Report No	PDI 25/16

Service Structure Review

Report by Director of Development and Infrastructure

Summary

This report sets out restructuring of areas of the Service to realise savings following voluntary redundancy requests which have been approved.

1 Background

- 1.1 Following voluntary redundancy requests, in order to realise savings it has been necessary to reorganise the Development & Infrastructure Service.
- 1.2 Voluntary Redundancy has resulted in the loss of 54 staff in Development and Infrastructure, most of whom left the Service in March and April.

2 New Structure

- 2.1 The proposed structure of the reorganised teams in Development & Infrastructure Service is shown at **Appendix 1**.
- 2.2 This is a restructure to realise the savings following voluntary redundancy and enable service improvements in terms of clarity over management responsibilities as well as better strategic fit.
- 2.3 Due to the leaving date of Head of Service the restructure was implemented at the end of April 2016.

3 New Structure

3.1 Trading Standards

The Trading Standards team has transferred to Corporate Development and will report to the Head of Corporate Governance.

3.2 Property Services

A relatively small restructure in the Corporate Asset Management Team has resulted in the property surveyors transferring to the Estates Team. The Estates Manager will report to the Head of Development & Regeneration.

3.3 Development & Regeneration

The Economy and Regeneration team moves to a new Development and Regeneration section, led by the former Head of Property Partnerships. This includes the European section. The Economy and Regeneration team will also deal with the provision of services previously offered by Highland Opportunities Ltd.

3.4 Planning & Environment

3.4.1 The main changes are that the Environment team, which includes environmental works, archaeology, forestry, access, and Countryside Rangers, reports to the newly created post of Head of Planning and Environment (formerly Head of Planning and Building Standards). This team will also take on responsibility for the EU funded LEADER and the EMFF programmes which have moved from the Economy and Regeneration team.

3.4.2 The Climate Change team has reduced from four to two posts and will also be part of the Environment team.

3.5 Infrastructure

The small in-house diving team, which supported capital projects and routine maintenance, has been disbanded and will be provided externally in future.

4 **Next Steps**

4.1 An interview process will be held to replace the existing Planning Manager South with a Planning Manager South/Major Developments.

4.2 The Property Section has a number of key staff in acting-up positions and interviews for these posts will be held shortly

4.3 Likewise an appointment is needed for a merged Estates Manager post bringing together the Industrial and Investment Surveyors with the Property Surveyors.

5 **Implications**

5.1 There are no resource, legal, equality, climate change/carbon clever, risk, Gaelic or rural implications arising as a direct result of this report.

Recommendations

Members are invited to note the report.

Designation: Director of Development & Infrastructure

Date: 24 April 2016

Authors: Stuart Black, Director of Development & Infrastructure

Background Papers: Appendix 1

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MANAGEMENT STRUCTURE

