



ORGANISATIONAL DEVELOPMENT COMMITTEE

MEETING : Wednesday, 17th December 2014

PRESENT : Cllrs. James (Chair), Haigh, Hilton and Norman

Others in Attendance

Anthony Hodge, Head of Regeneration and Economic Development

Tanya Davies, Democratic and Electoral Services Manager

Ashley Gough, Human Resources

Atika Tarajiya, Democratic Services Officer

APOLOGIES : Cllrs. Dallimore

26. DECLARATIONS OF INTEREST

There were no declarations of interest.

27. REALIGNMENT OF THE REGENERATION AND ECONOMIC DEVELOPMENT SERVICE

The Committee considered a report of the Corporate Director of Services and Neighbourhoods concerning the proposed realignment of the Regeneration and Economic Development Service.

The Head of Regeneration and Economic Development explained that feedback from the consultation process focussed principally on the suggested closure of the Docks Catering Service (DCS), which was recognised as a sensitive issue. The recommended short term measure, to reduce the DCS opening hours, would support the Council in achieving greater efficiencies and value for money. In the longer term the DCS would be included within the Commercial Review of Cultural Services.

The Head of Regeneration and Economic Development remarked that the remainder of the proposed restructure of the Regeneration and Economic Development service was unchanged following the consultation process and that outstanding workloads would be accommodated in the restructure.

In response to Members' questions regarding improvements to current processes, the Head of Regeneration and Economic Development explained that efforts were

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being made to improve efficiency through careful consideration of purchasing, pricing and staffing levels. He noted processes would continue to be reviewed.

In response to Councillor Haigh's concerns that closure of the DCS could result in low staff morale and discourage networking, the Head of Regeneration and Economic Development commented that it was healthy for staff to take breaks away from workstations and that staff could utilise local outlets which would make a contribution to the City's economy.

In response to Councillor Haigh's question regarding the breakdown of costs associated with DCS, the Head of Regeneration and Economic Development explained that only staffing costs had been taken into consideration when calculating the level of subsidisation and that the true cost to the Council may be more.

In response to Councillor James's query in respect of sufficient capacity within the Asset Management service to meet the Council's ambitions, the Head of Regeneration and Economic Development advised that savings would predominantly be achieved through back office efficiencies and that the additional regeneration posts would ensure that the Council was in a position to meet objectives and promote urban regeneration projects in the City.

RESOLVED:

- (1) That the proposed structure for Regeneration and Economic Development as set out in Appendix 3 to the report be agreed.
- (2) That a decision on the future of the Docks Catering Service be deferred pending the outcome of the Cultural Services review, and that in the interim, it was proposed to change the staff and opening hours as set out in paragraph 3.3 of the report.

Time of commencement: 17:00 hours

Time of conclusion: 17:25 hours

Chair