

**Appendix 2**  
**Regeneration and Economic Development Realignment**

October 2015

**Feedback on comments received**

<b>Employee Comments</b>	<b>Response, where necessary</b>
<p>You do also indicate that the proposal is to bring two teams together under one manager will this result in the loss of a managers post?</p>	<p>Though two teams are coming together there is no loss of a manager's post. The previous proposal required a number of posts reporting directly to the Head of Service. These will now report directly to the new Economic Development &amp; Regeneration Manager. This builds on an existing post, the Economic Development Manager which was previously a 0.6 FTE, Grade I. The post of Economic Development &amp; Regeneration Manager has been HAY evaluated via the normal process and has been graded as a K. This post will now be full time. These changes are as a result of the increased complexity and scope of the revised job.</p>
<p>The list of proposed projects and plans for delivery is also impressive but whilst many of these are probably aspirational they do seem a rather daunting challenge for the new team.</p> <p>A smaller list of projects would be more realistic and probably more easily achievable.</p>	<p>It is a challenging agenda and that is reflected in the grading of the management post and the type of candidate that will be sought. The work will also be phased over a number of years. The individual posts below the manager will not be expected to deliver the complete agenda but appropriately sized components relevant to their grading. Collectively it will equate to a significant contribution towards that agenda.</p>
<p>Have you considered that you are putting off prospective candidates by asking them to deliver too much too soon?</p>	<p>Candidates that like a challenge are sought for these posts, and in particular the managers post. However the delivery of the projects will be carefully managed to ensure that it is reasonable and realistic and meets each individuals capability within the parameters of the job description and specification</p>

<p>In terms of the new jobs or amended vacancies we welcome the inclusion of the apprentice and the D graded post. (Some members have asked is this an appropriate grading for a graduate a D/E to F career graded post allowing for progression might be considered). However why not make one of the other posts an E grade and one a G grade. The senior post should then be a grade H.</p>	<p>Where there are new posts then these have been evaluated via the normal HAY job evaluation process.. The structure that is proposed builds on the skills, knowledge and experience required at each level of the Economic Development &amp; Regeneration Team.. As outlined above there is a need for a grade K manager post in order to develop and deliver on the regeneration plan for Gloucester.</p>
<p>There seems little justification for creating huge pay gaps between grades when resources are limited and senior posts are already massively overpaid for what they do. For example the senior custodian manages ten cleaner's two custodians and the catering staff and is currently on an E grade.</p>	<p>The grading of the posts are considered appropriate, have been job evaluated and in line with what other Councils are looking to offer. If Gloucester City does not offer comparable wages then it will not be able to compete or recruit in these particular areas.</p>
<p>In an open discussion with the existing team members, concern was expressed about the changes to the job titles of the existing posts, to accord with the new posts, yet there was to be no changes to the existing posts job descriptions and job specifications</p>	<p>The existing two Grade F post job titles will remain unchanged as Economic Development and Community Regeneration Officers</p>
<p>Discussion with the Property Manager as part of the alignment process have identified the need for more resources to enable a vacant post to be filled. Despite attempt the post remains vacant in an area of the Service that is experiencing real pressure.</p>	<p>This realignment will attract a saving of £12,00m which I'm proposing in part will be re-invested into the Building Works Team by creating another post of Building Works Officer, grade F and deleting the post of Building Works Assistant, grade D.</p>