

TO: EMPLOYMENT COMMITTEE
5 JULY 2017

REGENERATION SUPPORT OFFICER - REDUNDANCY
(Assistant Chief Executive)

1 PURPOSE OF REPORT

- 1.1 This report notifies the committee that the post of Regeneration Support Officer be made redundant.

2 RECOMMENDATION

- 2.1 **That the Employment Committee agree that the post of Regeneration Support Officer be made redundant with effect from 30 September 2017.**

3 REASONS FOR RECOMMENDATION

- 3.1 The post of Regeneration Support Officer was established to provide resource for the council to support Bracknell Regeneration Partnership (BRP) in the town centre regeneration.
- 3.2 Funding for this post is provided by BRP.
- 3.3 With the Lexicon opening on 7 September, this key phase of the regeneration will be complete and therefore the requirement for regeneration support work will cease, with funding for the post withdrawn by BRP on 30 September 2017

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 None.

5 SUPPORTING INFORMATION

- 5.1 The post of Regeneration Support Officer was created in spring 2011 following successful completion of the Waitrose phase of the town centre regeneration and implementation of the first phase of Town Centre Compulsory Purchase Order on properties in Market Place.
- 5.2 The amount of work required to progress work on the regeneration plans increased dramatically with drafting of the Development Agreement between the council and BRP, processing Market Place CPO acquisitions and settlements and procuring and monitoring consultants contracts whilst continuing to support existing retailers and businesses in the town.

Unrestricted

- 5.3 BRP agreed to fund a support post at the council so that this work could progress without delay. The funding would remain until construction on the main site was complete.
- 5.4 The post was filled in May 2011 and the post holder remains in post to date on a part time, permanent contract working 29.6 hours per week on the salary pay scale BG-H. Pro rata salary for 2017/2018 is £19,339.20.
- 5.5 BRP has announced that, with The Lexicon opening in September, CPO acquisitions and settlements largely complete and a new BRP marketing manager in place, they can no longer fund the council post. Funding will therefore be withdrawn at the end of September.
- 5.6 There is no provision in council staff budget to continue to fund the post and the Council no longer has a requirement for work of this nature to be undertaken.
- 5.7 Discussions between HR, the post holder and the post holder's line manager have taken place and a period of consultation undertaken.
- 5.8 The cost of the proposed redundancy will be met from the Structural Changes Fund. Details are included in Appendix A.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 6.1 The HR process has been undertaken in line with the Council's Organisational Change protocol and Employment law requirements. With regard to the latter it is clear that the statutory definition of redundancy has been met in all cases (ie the requirement for staff to carry out work of a certain kind has ceased or diminished.) Procedurally appropriate consultation has taken place and steps have been taken, without success, to secure suitable alternative employment.

Borough Treasurer

- 6.2 The financial implications are set out in the body of the report and in Appendix A. One-off severance costs will be met from the Structural Changes earmarked reserve.

Equalities Impact Assessment

- 6.3 n/a

Strategic Risk Management Issues

- 6.4 n/a

Other Officers

- 6.5 Corporate Services HR Manager

7 CONSULTATION

Principal Groups Consulted

- 7.1 The post holder affected by the proposed redundancy has been consulted with.

Method of Consultation

- 7.2 In accordance with the Council's redundancy handling policy.

Background Papers

None

Contact for further information

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