

WARWICK DISTRICT COUNCIL

TO: RESOURCES SUB COMMITTEE - 7TH FEBRUARY 2000

SUBJECT: STAFFING FOR REGENESIS

FROM: COMMISSIONING TEAM

1. PURPOSE OF REPORT

To seek Councillors agreement for the staffing of Regenesi s to be included within the Council's staff establishment. This involves the creation and evaluation of new posts and the re-evaluation of two existing posts.

2. BACKGROUND

- 2.1 In June 1998 the District Council agreed to set up the Leamington Old Town Partnership Board with a view to using it as the way in which to regenerate this part of the District. At the same time the Council also agreed to part fund two posts - the Regeneration Team Leader and Administrator and that they would in the first instance be employed by the District Council. These posts are also funded by the County Council, the Health Authority, Orbit Housing Association and Coventry and Warwickshire Chamber/TEC.
- 2.2 The radical approach envisaged by the Council has been successful in involving the local community in developing a successful Single Regeneration Budget Round 5 bid (SRB5) - £4.6 million over 7years and the Partnership Board has now evolved into Regenesi s - The Leamington Old Town Community Partnership.
- 2.3 It was envisaged that Regenesi s would become an independent charitable company limited by guarantee which would become the employer of the two posts mentioned above and the other posts which would be created under the SRB5 funding. Whilst Regenesi s is close to achieving its charitable company status, it has been advised that it needs more time to develop its capacity before becoming an employer. The consequence is that the existing posts and the proposed new posts will need to be added to the Council's establishment for 2 to 3 years.
- 2.4 The staffing structure of Regenesi s is illustrated at Appendix 1. It would become a part of the Commissioning Team. The two existing posts have not been the subject of the Council's formal Hay evaluation process as it was thought they would only be on the Council's establishment for a very short time and the salary rates were identified by an analysis of market pay rates. In addition, Regenesi s originally had the benefit of an Office Manager seconded from the Council of Voluntary Services. The secondee has now left meaning that the Administrator post has had to take on other office and finance duties so

it would be appropriate to re-evaluate this post (re titled as Office and Finance Administrator).

- 2.5 The Regeneration Projects Co-ordinator is in any case a seconded post from this Council and has been subject to a formal Hay evaluation and need not be re-evaluated. The Council agreed to the creation of this post at the Strategy Committee meeting of 7th September 1999.
- 2.6 Part of the SRB5 bid involves the employment of an Organisational Development Officer, two Community Development Officers (one to work with minority ethnic groups), an Administrative Assistant (part time - 20 hours per week), a Healthy Living Network Co-ordinator and a Community Health Officer (part time 0.5 FTE). the latter two posts would be employed by South Warwickshire Combined Health Care Trust but the others would be employed by the District Council and then eventually transferred in 2 to 3 years time to Regenesis. An existing Educational Outreach Worker from Warwickshire College may also be seconded to Regenesis.
- 2.7 Partnership working of this nature is quite new and therefore it is appropriate to ensure that all human resources issues are dealt with at the beginning. It would therefore be appropriate to subject the Organisational Development Officer, Community Development Officers and Administrative Assistant to a formal Hay evaluation. In respect of the funding for these posts, they are almost wholly SRB5 funded.

3. KEY ISSUES STRATEGIES

Key Issue policy EC6 which aims to support the implementation of the Old Town Community Audit is of direct relevance to the principle of the regeneration work in Old Town that this project is trying to achieve.

4. DECISIONS REQUIRED

Do Councillors agree to add the Regenesis staff to the Council's establishment for 2 -3 years and that the existing two posts are formally re-evaluated and that the new posts are evaluated?

Chris Elliott
Commissioning Director

Background Papers: Report to Strategy Committee 30th June 1998 and 7th September 1999.

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Areas Affected: Brunswick, Clarendon, Milverton and Willes Ward.

