

COMMITTEE: ADMINISTRATION AND REGULATION

DATE: 18th DECEMBER 2019

SUBJECT: ESTABLISHMENT OF THE LUTON 2040 TEAM WITHIN THE CHIEF EXECUTIVE'S DEPARTMENT

REPORT BY: CHIEF EXECUTIVE

CONTACT OFFICER: MARK TURNER, INTERIM SERVICE DIRECTOR, POLICY, COMMUNITIES & ENGAGEMENT
07920 150427

IMPLICATIONS:**LEGAL****COMMUNITY SAFETY****EQUALITIES****ENVIRONMENT****FINANCIAL**

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CONSULTATIONS**STAFFING**

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OTHER**WARDS AFFECTED: NONE**

PURPOSE

1. The purpose of this report is to seek approval from Administration and Regulation Committee to establish on a permanent basis, three posts comprising the Luton 2040 team within the Chief Executive's Department.

RECOMMENDATION(S)

2. Administration and Regulation Committee is recommended to approve the establishment on a permanent basis of the posts of Policy, Strategy & Partnerships Manager – Luton 2040, Senior Policy & Partnerships Officer and Policy and Project Officer, comprising the Luton 2040 team within the Chief Executive's department.

REPORT

3. Members of the Committee will be aware that the Council has – building on the success of the Luton Investment Framework – set a simple yet compelling vision for Luton in 2040 as a place where no-one lives in poverty.
4. Behind this simple vision lies a myriad of complex and challenging issues that cannot be addressed by the Council alone.
5. A framework has been established for working together with key partners and our diverse communities to achieve our objective of Luton being a place where poverty has ceased to be an issue and our people are able to thrive.
6. The existing Health and Well-being Board will be joined by a newly-created Inclusive Economy Board – both bodies drawing in on the knowledge and experience of the Council and its partners to work collaboratively to address the issues in their respective spheres: on the one hand, improving health and wellbeing and reducing health inequalities; on the other, improving skills, access to employment and the promotion of local wealth building.
7. Population Wellbeing and Inclusive Economy strategies are currently being developed to guide the work of the Boards.
8. Within the Council itself, a Luton 2040 Board, developed from the LIF Board will be established to co-ordinate our response and contribution to Luton 2040.
9. This Board will, it is proposed, be supported by a Luton 2040 team within the Chief Executive's department, and the creation of the posts within that team is the subject of this report.

PROPOSALS

10. As a consequence of the complexity of the delivery of the Luton 2040 over an extended period of time, it is proposed to create, on a permanent basis, new posts of Policy, Strategy & Partnerships Manager – Luton 2040 (evaluated at M7), Senior Policy & Partnerships Officer (evaluated at M3) and Policy and Project Officer (evaluated at L7). The Job Descriptions and Person Specifications for each of these posts are attached at Appendix A. Other.
11. These posts replace those of the current LIF team, two of which are seconded from other team and the third is on a fixed-term contracts. These arrangements cease on 31st March 2020. The existing post-holders will have the opportunity to apply for these new posts.

CONSULTATIONS

12. Consultation with regard to the Luton 2040 Vision has taken place with the staff directly affected, the Leaders of the political groups represented on the Council, Trades Unions and other key stakeholders.

FINANCIAL IMPLICATIONS

13. A growth item has been submitted which will be considered through the Council's budget setting process. It has been agreed that, following the establishment of the posts, recruitment can start on the basis that any costs incurred before the new financial year can be met from the residual amount allocated from reserves for the funding of the LIF team. Cleared by the Service Director, Finance & Audit on 26th November 2019.

STAFFING IMPLICATIONS

14. The holder of the fixed-term post within the LIF team has now acquired the right to redundancy should he be unsuccessful in being appointed to one of the new posts. This cost will not be material given the age and length of service of the post-holder. The holders of the other two posts will revert to their substantive posts should they be unsuccessful in being appointed to posts within the new team. Cleared by the Service Director, HR & Monitoring Officer on 2nd December 2019.

LEGAL IMPLICATIONS

- 18 Save as set out above, there are no direct employment law implications arising from this report. Cleared by the Senior Solicitor on 27th November 2019.

APPENDICES

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| Appendix A - | Policy Strategy & Partnerships Manager – Luton 2040 - Job descriptions and person specifications |
| Appendix B - | Senior Policy and Partnerships Officer - – Luton 2040 - Job descriptions and person specifications |
| Appendix C - | Policy and Project Officer – Luton 2040- Job descriptions and person specifications |

LIST OF BACKGROUND PAPERS **LOCAL GOVERNMENT ACT 1972, SECTION 100D**

None