

Economy and Place



Background

- The Place group will be expanded to become Economy & Place with a strategic focus on inclusive and sustainable economic growth.
- This will put the Council in a better position to respond to the significant interest in the future growth of the city, as well as consolidating Council teams that hold relationships with key economic partners, including the MHCLG, Homes England, CPCA, GCP, BID, DMO, Cambridge Ahead and Innovate Cambridge.
- Several changes to Place were made and a review was initiated following the Assistant Director of Property and Assets departure from the Council in November 2023.
 1. The Cambridgeshire Home Improvement Agency joined the Communities group, building on that group's role in improving community health and well-being.
 2. The Assets and Planned Maintenance team and the Compliance & Risk Assurance team moved to the City Services Group. This responded to feedback that closer working would help the council respond more effectively to the new requirements of the Social Housing Regulation Act.
 3. The scope of the Housing Development Agency was widened beyond housing to include the Civic Quarter and District Heat Network, and the team renamed to become the council's 'Development Team'.

Vision and Purpose

- Economy and Place will be formed of three groups with the purpose of:

Enabling Cambridge to grow sustainably as an inclusive place to live, work and visit, by working across the Council with businesses, communities and economic partnerships

- Economy and Place aims to make use of the council's assets and partnerships to generate and nurture economic, social, and environmental benefits, such as economic growth, sustainable living, and achieving a net-zero carbon council by 2030. The strategic group will be at the forefront of delivering our sustainable development agenda alongside the Council's vision of "One Cambridge, Fair for All"



Summary of Job Changes

- Number of roles proposed to be deleted: 5
 - Of which Vacant: 2
- Number of roles being updated: 1
- Number of new roles being created: 6
- Net difference: **1 Additional Role**



Summary of proposed new roles

Available opportunities within Economy and Place –

(all grades indicative)

- Strategic Asset Lead – Grade 8
- Head of Economy, Energy, and Climate – Grade 11
- Energy and Retrofit Team Leader – Grade 8
- Inclusive Economy and Climate Team Leader – Grade 9
- Economic Strategy and analysis manager – Grade 7
- Economic and enterprise support officer – Grade 4

Why are we moving retrofit and housing posts to Economy and Place?

- The teams will need to work together to position the Council's assets for a more sustainable future by implementing eco-friendly practices, including retrofitting our buildings and public spaces to meet net zero standards by 2030. Cross-collaborative efforts are crucial in making this achievable.
- The Council's assets must be positioned for a greener future by adopting sustainable practices. Energy & Retrofit will ensure that Cambridge City Council remains on track to promote sustainable living and achieve a net zero Cambridge in partnership with the Development team.
- Retrofit and Development will actively pursue funding and partnership opportunities to support the Council's broader objectives of decarbonizing both private and council-owned homes and businesses throughout the city, while also addressing fuel poverty. In addition, they will focus on advancing renewable energy infrastructure and smart energy solutions.

What does this mean for the future?

- After Implementation there will be continued work to develop Economy and Place as a group.
- This will involve work to ensure effective collaboration between the teams/hubs once the new Director is in post. We will also be looking at our partnerships with other groups and external partners too.
- There will also be work to assess if all teams/hubs have the capabilities and capacity required to deliver the purpose of the group including if there is need for any further changes to processes or ways of working are needed.

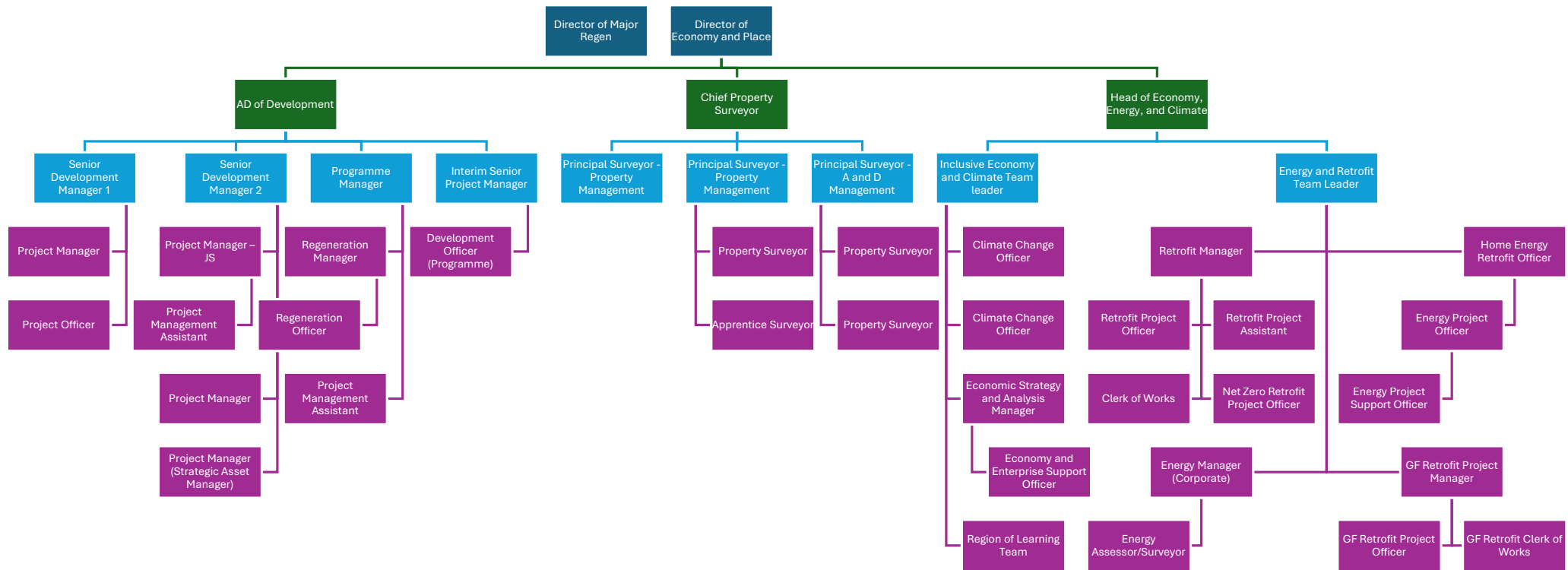
Consultation Timelines and Implementation

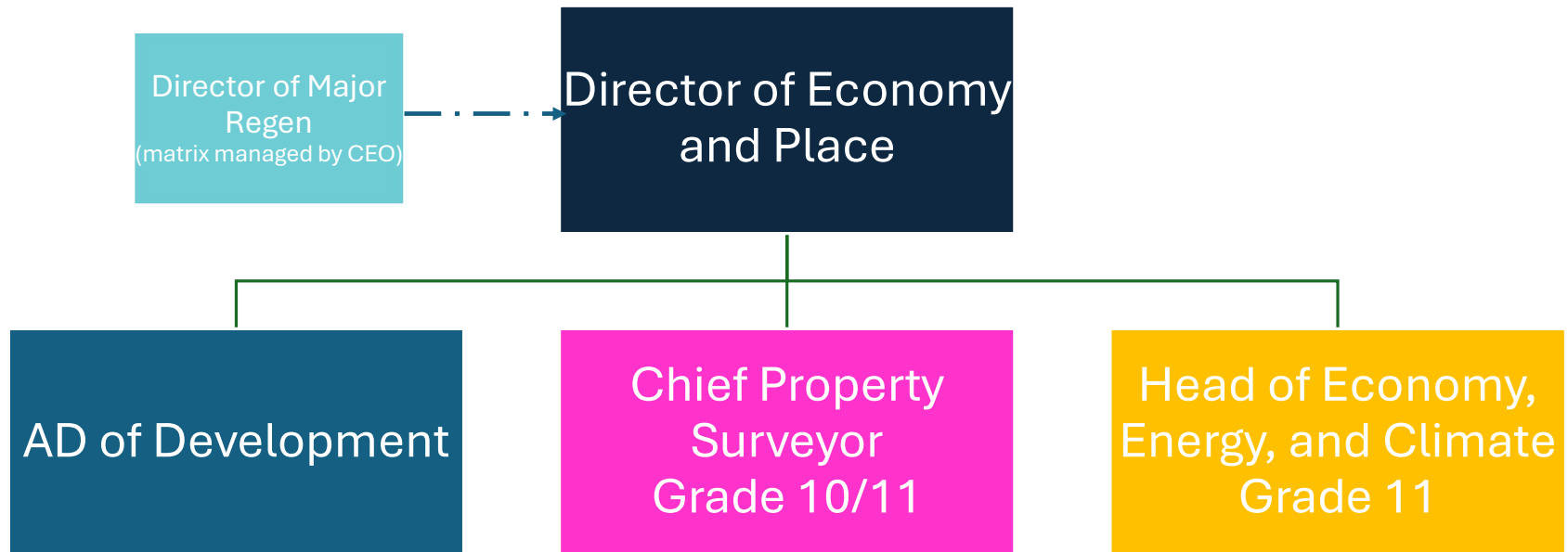
- At the end of the consultation period, all consultation responses will be considered, and the results presented in final implementation papers.
- At this stage, some decisions may still require budget or Committee approval so it is expected that some Groups will be ready to move ahead with changes sooner than others.
- Whilst we will align implementation where possible to maximise redeployment opportunities for staff affected, it is expected that each Group will have separate implementation papers outlining the final structures and implementation plans.
- Implementation papers will confirm the new staffing structures, the final selection process for all posts, costs and savings. Once approved, all affected employees will be issued with letters confirming their individual position.
- There are three planned dates for the publication of implementation papers, each will contain the appropriate timeline included appointment to vacant roles.
 - December 2024, this will pick up proposed changes where there is a very strong operational case for early implementation.
 - February 2025, this will be the main implementation paper, which will include the vast majority of proposed changes. This is deliberately designed to ensure that there are maximum opportunities for redeployment across the organisation as a whole
 - March 2025, this will pick up changes that cannot be included in the February 2025 paper.

Support

- The priority throughout this consultation process is to ensure that everyone feels supported. Support available for all staff includes:
 - Regular briefings and opportunities to understand the proposals and the impact.
 - Confidential counselling through PAM Assist (0800 882 4102).
- Individuals who are in roles that are proposed to be significantly changed or deleted, and who may be at risk of redundancy if the proposals are implemented after consultation, can expect:
 - A 1:1 meeting with a Senior Manager to discuss the proposals.
 - Support from the HR team to understand the at-risk process, the impact the proposals have on them and the additional support available for those at risk of redundancy.
 - Help and signposting to support with CV writing and interview techniques.
 - Training to help manage the transition and develop into any new roles.
- A guide for employees affected by organisational change has been developed and lists the extensive support offered. This is available on CityNet.

Proposed Group Structure





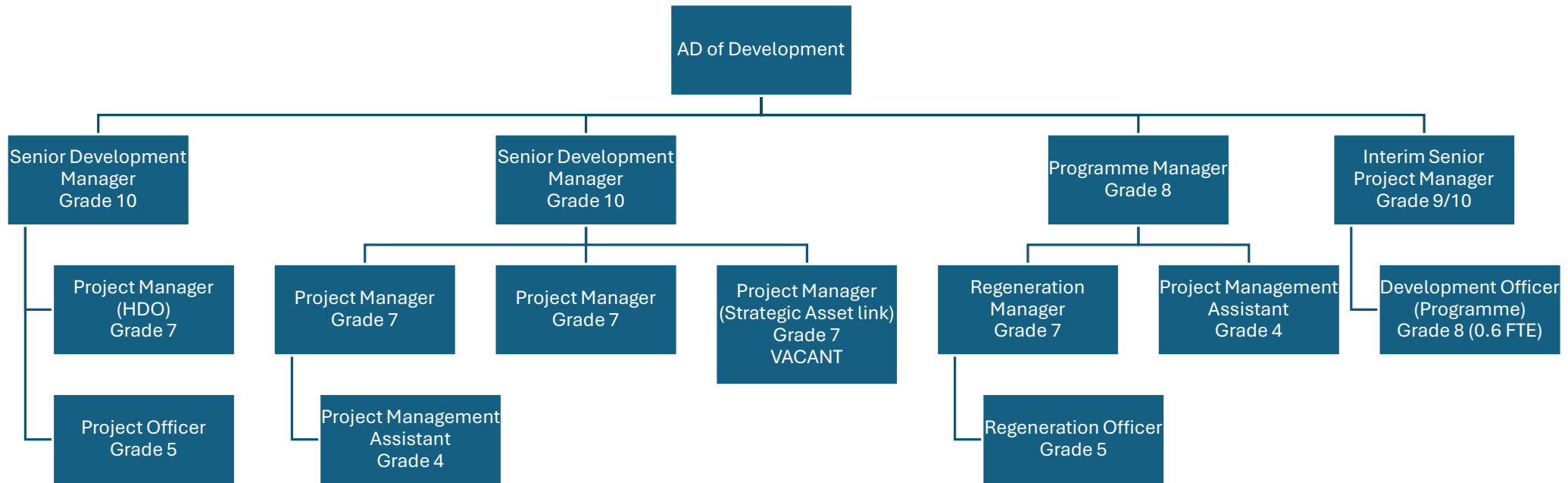
Moving from
Communities

Moving from
Chief Exec

Updated Role

New Role

Moving from
City Services



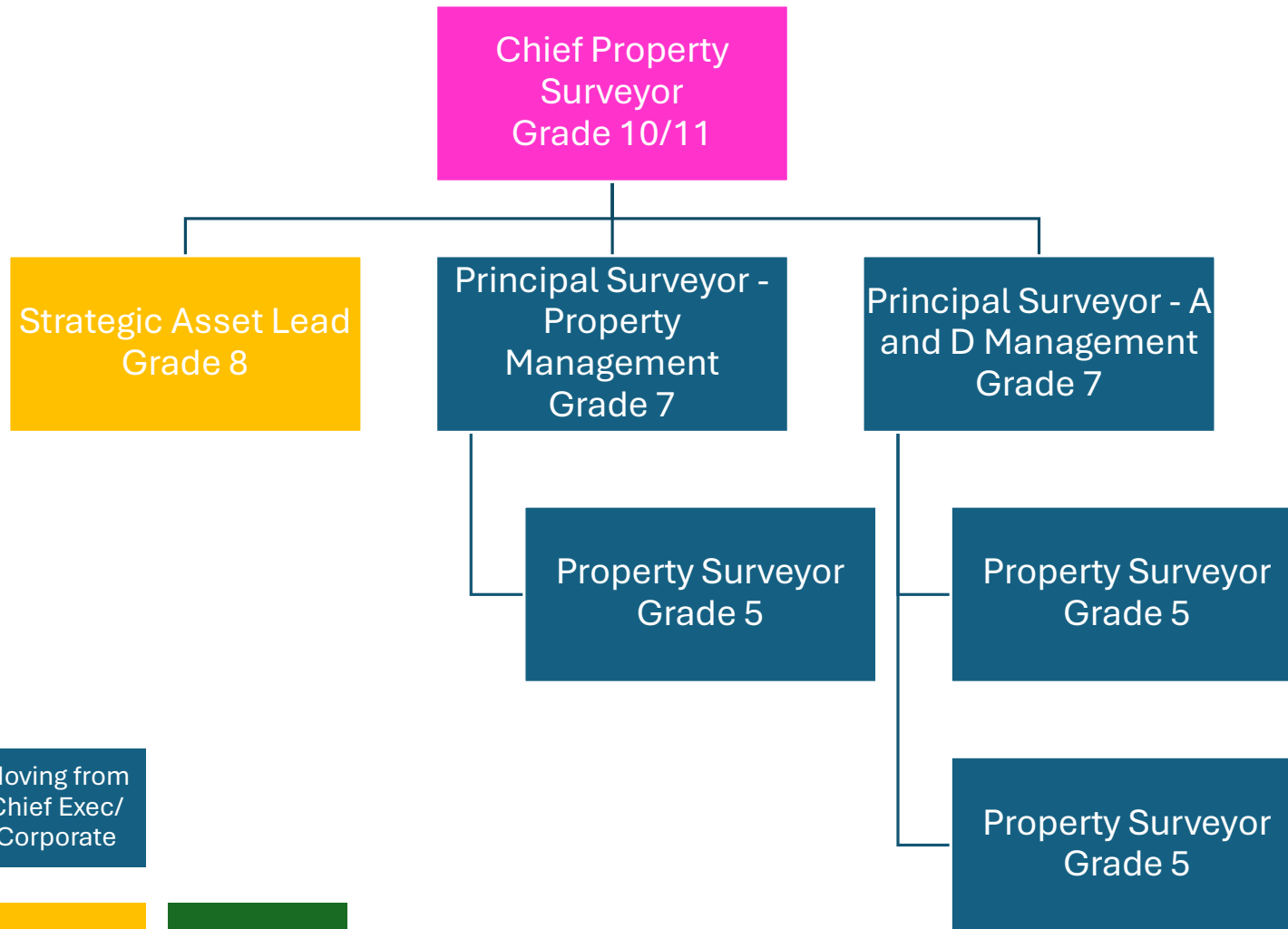
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Moving from
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Head of Economy,
Energy, and Climate
Grade 11

Inclusive Economy and
Climate Team Leader
Grade 9

Energy and
Retrofit Team
Leader
Grade 8

Climate Change
Officer
Grade 6

Climate Change
Officer
Grade 6

Economic Strategy
and Analysis
Manager
Grade 7

Region of
Learning Team
(roles dependent on
funding available from 1
April 2025)

Economy and
Enterprise
Support Officer
Grade 4

Retrofit Manager
Grade 7

Home Energy
Retrofit Officer
Grade 7

Energy Manager
(Corporate)
Grade 7

GF Retrofit
Project Manager
Grade 7

Retrofit Project
Officer
Grade 6

Energy Project
Officer
Grade 6

Energy Assessor/
Surveyor
Grade 6

GF Retrofit
Project Officer
Grade 6

Retrofit Project
Assistant
Grade 4

Energy Project
Support Officer
Grade 4

Clerk of Works
Grade 6

Net Zero Retrofit
Project Officer
Grade 6

GF Retrofit Clerk
of Works
Grade 6

Moving from
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Moving from
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