

Report

Report to:	Community and Enterprise Resources Committee
Date of Meeting:	4 October 2022
Report by:	Executive Director (Community and Enterprise Resources) Executive Director (Finance and Corporate Resources)

Subject:	Economic Development – Additional Officers
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ seek approval to make 4.0 FTE existing temporary Economic Development Officers permanent, increasing the Economic Development establishment accordingly
- ♦ seek approval to make 1.0 FTE existing temporary post of Marketing and Events Assistant, seconded to the Supplier Development Programme (SDP), permanent

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the contents of the report be noted;
- (2) that it be approved that the 4.0 FTE temporary Economic Development Officer posts on Grade 3, Level 2-8 (£33,651 to £42,830) in the Economic Development establishment; as detailed in section 5 of this report, be made permanent; and
- (3) that it be approved that the 1.0 FTE temporary post of Marketing and Events Assistant on Grade 2, Level 1-4 (£22,300 to £30,749), seconded to the Supplier Development Programme, as detailed in section 5 of this report, be made permanent.

3. Background

- 3.1. The importance of the Council's Economic Development Service has been underlined during recent economic shocks, not least in delivering the emergency response to the COVID-19 pandemic. At the same time the introduction of the Community Wealth Building agenda and the National Strategy for Economic Transformation has highlighted that Economic Development is fundamental to achieving the ambitions of both the Council and the Scottish Government's objective of creating a more successful country with opportunities for all to flourish through increased wellbeing and sustainable and inclusive economic growth.
- 3.2. Our new Economic Strategy and associated Action Plan has been drafted to take account of a rapidly changing economy at international, national, and local levels which is increasingly influenced by a number of key economic policies and emerging funding streams at UK Government, Scottish Government and City Region level
- 3.3. In order to address these areas of work a number of temporary posts have been created to focus on economic development and recovery and specifically on business

engagement, key sector development and support and inward investment. The shortage of skills and experience has led to recruitment issues with several Councils competing for qualified staff and difficulties in filling temporary posts when permanent ones are being offered elsewhere. It has been necessary to readvertise posts to recruit candidates with the required skills and experience. This situation is not unique to South Lanarkshire.

- 3.4. Currently, officers on temporary contracts have been recruited to deliver on priority key sector areas of Tourism, Food and Drink, Social Enterprise and Inward Investment. These officers have made a valuable contribution to engaging and supporting businesses and liaising with partner agencies and are making strides in the development of Tourism and Social Enterprise Strategies and action plans which will be reported to the subsequent Committee in December.
- 3.5. There is currently funding available to retain these officer posts and this is expected to continue to be the position with the emergence of Levelling Up and UK Prosperity Funding through to April 2025 and beyond.
- 3.6. Workforce Planning data shows that within the Economic Development Service, 60% of employees are over 50. Making these employees permanent will provide employment security for those on temporary contracts and assist with workforce planning for anticipated turnover, including age retirements.

4. Supplier Development Programme

- 4.1. The Supplier Development Programme (SDP) is a business support initiative which aims to help Small Medium Enterprises (SMEs) improve their performance in winning contracts with public sector organisations through offering information, support and training events to help them compete in the tendering process. South Lanarkshire Council has 'hosted' the Supplier Development Programme, (SDP,) taking over this role from Glasgow City Council, since 2014.
- 4.2. The Programme was founded initially by 3 local authorities (Glasgow, East Renfrewshire and South Lanarkshire) in 2005 and is set up as a not for profit company limited by guarantee. The Programme activities and running costs are funded by the 32 local authority members' subscriptions, contributions from new member subscribers, income generated through events and Scottish Government contributions.
- 4.3. Since the SDP has been hosted in South Lanarkshire it has grown membership to include all 32 local authorities, Scottish Government and over 14 Government agencies and introduced private sector associate membership. It has delivered increased events and training sessions to support Councils and other members throughout the COVID-19 crisis. The SDP is facilitating engagement with local suppliers and upskilling local business to improve their capability and skills and to tender for public and private sector opportunities. SDP therefore is making a major contribution to the Community Wealth Building agenda to increase the number of local SMEs, third sector and supported businesses bidding and winning public sector contracts. It is within this context that the Scottish Government has provided funding support to meet this increasing demand.
- 4.4. Marketing and Events Assistant
The Marketing and Events Assistant is responsible for assisting with the delivery of training, workshops/webinars and the increasing programme of Meet the Buyer events and exhibitions. The role also supports the SDP Team deliver increased social media outputs, raising the profile of SDP and, in particular, its aligned tender training

webinars which are run on behalf of the councils and other SDP member organisations to ensure that they are widely promoted to the local business base of SMEs, third sector and supported businesses.

Annual Scottish Government funding of £24,000 is available to SDP to fund this post and to support delivery of these activities.

5. Employee Implications

- 5.1. The following posts should be added to the Economic Development establishment on a permanent basis.

Post title	Number of posts	Grade/ SCP	Hourly Rate	Annual salary	Gross Cost (inc on-costs 31.5%)	Total
Economic Development Officer	4 FTE	Grade 3 Level 2-8 SCP 63-80	£18.44 - £23.47	£33,651 - £42,830	£44,251 - £56,321	£177,004 - £225,284
Marketing and Events Assistant	1 FTE	Grade 2 Level 1-4 SCP 34-57	£12.22 - £16.85	£22,300 - £30,749	£23,574 - £40,451	£23,574 - £40,451
Total						£200,578 - £265,735

6. Financial Implications

- 6.1. The proposed Economic Development staffing requirements, set out in 5.1 above, have an annual cost of up to £0.225 million. This would be funded from existing Strategic Investment funding and Business Loans Scotland funding already approved, through to 2024/2025, and in future years via new expected sources of funding including Levelling Up Fund and UK Prosperity Fund programmes. If these funds do not continue then consideration will be made to reducing establishment accordingly.
- 6.2. The proposed SDP staffing requirements have an annual cost of up to £0.040 million and Scottish Government funding for SDP supports this activity in part and the remaining costs will be managed through existing SDP funding streams in line with current practice.

7. Climate Change, Sustainability and Environmental Implications

- 7.1. Sustainability and climate change are at the heart of the Economic Strategy and action plan and are material considerations in work to support our businesses and in investment in our economic assets, ensuring the South Lanarkshire economy can grow in a sustainable way.

8. Other Implications

- 8.1. None.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy, function or strategy or recommend a significant change to an existing policy, function, or strategy; therefore, no impact assessment is required.

David Booth

Executive Director (Community and Enterprise Resources)

Paul Manning

Executive Director (Finance and Corporate Resources)

7 September 2022

Link(s) to Council Values/Priorities/Outcomes

- ◆ Working with and respecting others
- ◆ Ambitious, self-aware and improving
- ◆ Accountable, effective, efficient and transparent
- ◆ We will work toward a sustainable future in sustainable places
- ◆ We will work to recover, progress and improve
- ◆ Good quality, suitable and sustainable places to live
- ◆ Caring, connected, sustainable communities

Previous References

- ◆ None

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact: -

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