

REPORT TO: CABINET **DATE:** 13th October 2016
HEADING: OPERATIONAL MARKET RESTRUCTURE
PORTFOLIO HOLDER: DEPUTY LEADER – ECONOMIC GROWTH
KEY DECISION: NO **SUBJECT TO CALL-IN:** YES

1. PURPOSE OF REPORT

This report seeks approval for a change in the Markets Manager post in order to deliver a greater degree of commercialism, in line with the Council's new Commercial Enterprise approach.

2. RECOMMENDATION(S)

Cabinet is recommended to approve:

1. That the change in Grade be agreed from an E to an F and funded initially from the Corporate improvement fund whilst an operational review takes place
2. That the post title change be agreed from Markets Manager to Market Retail Manager
3. That the proposed recruitment process can commence

3. REASONS FOR RECOMMENDATION(S)

On 28th April 2016, Cabinet approved the redevelopment of the Indoor Market at Sutton alongside the already redeveloped Kirkby and Sutton Outdoor Markets. The Council has adopted a strategy relating to Commercial Enterprise and this report facilitates a realignment of a key commercial role. After appointment, the new Manager will assist in the team realignment to deliver a more commercial approach to markets and town centre enterprise.

4. ALTERNATIVE OPTIONS CONSIDERED (with reasons why not adopted)

- a) To keep the post vacant whilst the review of the markets takes place. Given that the implementation of the redevelopment of the Indoor Market has commenced, it is felt appropriate that the post should be filled to support the development whilst the review of the service takes place. Not recommended.
- b) Keep the post at a lower grade. This is unlikely to attract a high calibre appointment with the necessary background and experience to deliver a step change in the commercial approach needed. Not recommended.
- c) Change the post to facilitate a greater degree of commercialism and experience and to allow the successful candidate to contribute to the operational review and the redevelopments. Recommended

5. BACKGROUND

On 28th April 2016 Cabinet approved a recommendation to redevelop the Indoor Market in Sutton-in-Ashfield. The Council have also redeveloped the outdoor market offer both in Kirkby and Sutton Town Centres. Hucknall Market is also being redeveloped as part of the Hucknall Inner Relief Road Scheme and will be completed in Spring/Summer 2017.

In November 2015 Council approved a Commercial Enterprise Strategy in seeking to make a positive contribution to the MTFs; this committed the Council to becoming more commercially focussed. The aim is to both enhance existing and create new income streams such that fewer savings are required and vital public services can be protected. Following the

commitment by the Council to make capital investments into the Indoor and Outdoor Markets, this report is seeking to make the markets offer more commercial.

In order to support this approach a review is taking place on the existing indoor and outdoor market operational structures so that it is both fit for purpose and receives a degree of future proofing.

The existing Market Manager Post has been vacant whilst awaiting a decision on the future of the Indoor Market. Following the decision to redevelop the markets, officers have taken the opportunity to review the current Market Manager post. It is recommended that the main proposed change is for the post to be more retail and commercially focused.

Given that the implementation of the redevelopment of the Indoor Market has commenced, it is felt appropriate that the post should be filled immediately to support the development and contribute to the overall review of the service.

The job description and person specification for the post have been developed and evaluated under the Council's Job Evaluation Scheme. Following a review of this post it has been scored from an E to an F due to the changing nature of the duties. A post title change is necessary to reflect the commercial aspects of the role.

Markets Retail Manager Post

The Markets Retail Manager post will create and develop commercial opportunities for both the indoor and outdoor markets. By being innovative and forward thinking, the aim is to both maximise income whilst increasing the towns retail offer; giving the opportunity for individuals or groups to develop their ideas and use our town centres in a positive and progressive way. The designation of promotional spaces gives us the opportunity to use this post as a conduit to reinvigorate and refresh the town centre experience.

Table A – Existing and proposed structure salaries

Existing Post			Proposed Post		
Post	Grade	Salary	Post	Grade	Salary
Markets Manager (Vacant)	E	£29,606 (top of scale)	Markets Retail Manager	F	£33,881 (top of scale)
Total budget variation	£4,275 (top of the scale)				

There is an increase on the budget based on the Job Evaluation upgrade. The budget required from the Corporate Improvement Fund whilst the review takes place:

2016/2017 – £1,068. (circa 3 months)

The review of the service will go to the Council's Transformation and Efficiency Board for approval before going to Cabinet at a later date. Once the Market Retail Manager post has been approved by Cabinet, the recruitment will commence.

6. IMPLICATIONS

Corporate Plan:

Vibrant town centres, which provide destinations for a variety of goods and services. The Indoor Market is a key project in the Corporate plan.

To review the Indoor Market provision at Idlewells and the options moving forward. Delivering Commercial Enterprise and IT Transformation are key parts of the new Corporate Plan.

Legal:

Financial Regulation B14 requires the allocation of monies from the Corporate Improvement Fund to be made by Cabinet (or the Portfolio Holder for Corporate Services if needed urgently) where the allocation is less than £50,000.

Financial:**Health and Well-Being / Environmental Management and Sustainability:****Human Resources:****Diversity/Equality:**

An Equality Impact Assessment (EIA) has been carried out which considers all the equality implications on the project.

Community Safety:

There are no direct Community Safety implications arising from this report.

Other Implications:

Not applicable

REASON(S) FOR URGENCY (if applicable)

Not applicable

EXEMPT REPORT (if applicable)

Not applicable

BACKGROUND PAPERS

Cabinet 13th February 2012, Review of Markets

Cabinet 9th July 2015, Indoor Market.

Cabinet 3rd December 2015, Indoor Market – Information only report

Cabinet April 2016, Indoor Market

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