

SERVICE PLAN Economic Growth and Development

<p>1. Service Definition:</p>	<p>Economic Growth and Development Service delivers key regulatory services associated with Planning, Building Standards, Environmental Health and Trading Standards and leads on Economic Development activity and Climate Change : - Environmental Health and Trading Standards deliver regulatory services for food safety, health and safety, animal health, private water supply, public health, private water supplies, housing, landlord registration, consumer advice, trading standards, alcohol and tobacco sales. Development Management and Building Standards manage planning and building standards applications and enforcement activity, both services aim to be self-financing attracting significant income through the statutory fees associated with applications. Economic Growth and Regeneration has responsibility for business gateway, external funding including management of European funds, town centre activities, Business improvement districts, skills and employability. Strategic Planning and Delivery is responsible for the Local Development Plan, supporting delivery of Moray Economic Strategy, Moray Growth Deal and associated projects and programmes and Climate Change.</p>
<p>2. Service Resources:</p>	<p>96 FTE Annual Budget 2022/23: Net Revenue £3.4 million</p>

<p>3. What have we identified for improvement in {Financial Year}?</p>	<p>What evidence did we use to identify this improvement? Please add benchmark information wherever available and relevant to the improvement.</p>
<p>Sustainable service with sufficient numbers of qualified staff to deliver council priorities and statutory functions.</p>	<p>Workforce planning data and demographic profile of service, recruitment outcomes and significant shortage of applicants in some professions, workloads, new works streams and duties, expectations on service levels and delivery, risk to public health and economy, risk to reputation, budget pressures.</p>
<p>Community Wealth Building Strategy</p>	<p>Government policy and case studies, procurement impacts, supply chain development, economic assessments.</p>
<p>Climate Change and Biodiversity Route Map for 2030</p>	<p>Assessment of actions completed to date, assessment of available technologies and costs and practicalities of implementing transition</p>
<p>Town Centre Improvement Plan delivery</p>	<p>Town centre improvement plans</p>

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4. Strategic Outcome or Priority	Action	Planned Outcome	Outcome measures	Completion target	Lead	Priority Rating (1 high 3 low and 4 for ongoing, 5 for on hold?)
(L) Developing a diverse, inclusive & sustainable economy. (CP) Our Future: Create a vibrant economy	Delivery of Moray Growth Deal	<ul style="list-style-type: none"> • Retain and attract young people/families (16-29yrs) to live and work in the area • address occupational segregation and gender inequality in employment including the significant gender pay gap, and under-employment issues for women • create new high-quality jobs in existing sector and diversify the region's economy into new high value areas • create opportunities across Moray which will help secure the future prosperity of its many communities <i>{Note: the deal benefits per above indicators cannot be measured with any accuracy until more projects are well into delivery hence use of milestones}</i>			Jim Grant	1
	Development and delivery of Housing Mix Delivery Project Cultural Quarter Project					

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<p>(L) Building a better future for our children & young people. (CP) Our People: Opportunity for people to be the best they can be</p>	<p>Climate Change and Biodiversity Route Map</p>	<p>Achievement of targets, indicators and outcomes identified in Climate Change Action Plan:</p> <p>Achievement of targets, indicators and outcomes identified in Climate Change Action Plan</p> <p>Carbon Neutral Council by 2030</p>	<p>Annual carbon emission report for Moray Council:</p> <p>CLIM1: CO2 emissions area wide per capita</p> <p>CLIM2: CO2 emissions area wide: emissions within scope of Local Authority per capita</p> <p>Percentage of completed actions within the route map and annual carbon reporting</p>	<p>Milestones: 2030 overarching target</p> <p>Q1 23/24</p> <p>annual (Q4 23/24)</p> <p>annual (Q4 23/24)</p> <p>annual (Q1 23/24)</p>	<p>Gary Templeton</p>	
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5. Service Level Outcomes or Priorities	Action	Planned Outcome	Outcome Measures	Completion Target	Lead	Priority rating
<p>Environmental Health and Trading Standards provision of service</p>	<p>Identify route for training local Environmental Health Officers and associated budget needs</p>	<p>Ensuring sufficient qualified staff for the future of the service</p>	<p>Report to Committee</p> <p>Recruitment of 2 trainee EHOs</p>	<p>Milestones: June 23</p> <p>30/09/23</p>	<p>KS</p>	<p>1</p>
<p>Economic Growth and Regeneration</p>	<p>Maximise external funding for Council priorities including Town Centre Improvement works and employability embedding a community wealth building approach to economic development.</p>	<p>Business, Skills and infrastructure investments to enable economic activity and retain wealth locally.</p>	<p>Percentage of unemployed people assisted into work from council operated / funded employability programmes(LGBF – year in arrears)</p> <p>Additional (external) Funding awarded to deliver economic development focussed projects (SLAED)</p> <p>Percentage of Anchor procurement spend with local businesses – local PI.</p> <p>Percentage of contracts commenced during the year which have a community benefit – local PI.</p> <p>Number of business gateway start-ups per 10,000 population(LGBF – measured year in arrears)</p> <p>Investment in Economic Development and Tourism per 1,000 population(LGBF – measured year in arrears)</p> <p>Proportion of people earning less than the living wage(LGBF – measured year in arrears)</p>	<p>Measured annually and when LGBMF/SLAED data available: 31/03/24</p>	<p>KC</p>	<p>1</p>

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<p>Strategic Planning and Delivery</p>	<p>Town Centre Improvement Delivery Plan and LDP 2027</p>	<p>Developing a diverse, inclusive and sustainable economy: By the year 2030 Moray will have a sustainable and inclusive economy which generates improved opportunities for everyone, including more skilled and higher paid jobs</p>	<p>% of LDP delivery plan for 2023/24 complete</p> <p>Town Vacancy Rates(LGBF – year in arrears)</p> <p>Immediately available employment land as a percentage of total land allocated for employment purposes in the local development plan(LGBF – year in arrears)</p> <p>External funding achieved for delivery of strategic plans associated with Town Centres and LDP</p>	<p>Measured annually and when LGBMF data available: 31/03/24</p>	<p>GT</p>	<p>1</p>
<p>Workforce development</p>	<p>The service identifies and secures future needs for succession planning, including necessary apprenticeship/training opportunities required to meet future needs, providing career pathways including continuing professional development and job specific learning.</p> <p>The service improves the ERDP experience and holds accurate records, including continuous professional development (CPD) - from mandatory training through to service and job specific learning</p>	<p>Moray Council can provide effective services with sufficient staffing resource and expertise.</p> <p>A more resilient service capable of growing and nurturing local talent into professional service roles.</p> <p>Staff and are safe and competent in their roles as a result of taking part in regular and appropriate continuous professional development opportunities, including digital and customer skills</p>	<p>Number of staff progressing in career graded roles or training posts.</p> <p>% of Professional staff in Env Health, Planning, Trading Standards and Building Standards over the age of 55.</p> <p>Evidence that all staff have undertaken mandatory training.</p> <p>Number of ERDPs completed 100% of ERDPs carried out within timescale</p> <p>100% office based staff completing Customer Excellence e-learning module.</p>	<p>31/03/2024</p> <p>March 2024 (and reviewed annually)</p> <p>March 2024 (and reviewed annually)</p> <p>March 2024 (and reviewed annually)</p>	<p>JG</p>	<p>1</p>