

2024-25 Quarter to June Economic Growth & Development Performance Report - Service Plan Actions



Economic Growth & Development Service Plan 2024-25 Overall Plan Progress


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD 2024-25	*** Economic Growth & Development Service Plan 2024-25 ***			31-Dec-2025	Overall Plan Progress. NB due date of 31-Dec-25 governed by section 5.4 due date.	19%	

Section 4 - Strategic Level Outcomes or Priorities 4. Overall Strategic Outcomes or Priorities Progress


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD 2024-25	(4) Strategic Level Outcomes or Priorities	1		31-Mar-2025	Overall progress of Strategic Level actions, refer to below entries for detail.	12%	

Section 4 - Strategic Level Outcomes or Priorities 4.1 (L) Developing a diverse, inclusive & sustainable economy. (CP) Building Stronger Greener Vibrant Economy


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-4.1a	Progress Moray Growth Deal: Bring the remaining Moray Growth Deal projects into delivery: 7 of 8 projects	1	By the end of the Deal (2031): MGD outcomes relating to GVA uplift, tourism numbers, affordable homes built, job creation and skills uplift to be achieved.	31-Mar-2025	Q1: Summary of projects, more detail in Annual Report 2022/2023 published April 2024. Bus Revolution, Digital Health and Housing Mix already in delivery.	50%	

	expected to be in delivery				Business Enterprise Hub:: FBC developed, expected to enter delivery once revenue shortfall has been addressed. Cultural Quarter: FBC submitted in Q4 23/24 with delivery expected to begin in Q2. STEM: FBC submitted Q4 23/24 with clearance to enter delivery expected by June. MAATIC: under review in light of funding challenges MICM: FBC approved 23/24 now in delivery.		
EGD25-4.1b	Bi-annual review of project monitoring plans at MGD Board meetings (May and November).	1	By the end of the Deal (2031): MGD outcomes relating to GVA uplift, tourism numbers, affordable homes built, job creation and skills uplift to be achieved.	31-Mar-2025	Q1: Development work is taking place on new or enhanced PIs and will be reported on in a later quarter. Currently footfall in parks and sports facilities is collected per activity Moray wide.	0%	


Section 4 - Strategic Level Outcomes or Priorities
4.2 (L) Developing a diverse, inclusive & sustainable economy. (CP) Building Stronger Greener Vibrant Economy

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-4.2	Delivery of the Community Wealth Building Strategy and Action Plan	1	Ensure wealth stays within the hands of our local communities	31-Mar-2025	Q1: this will be commented on from Q2 on.	0%	






Section 4 - Strategic Level Outcomes or Priorities
4.3 (L) Developing a diverse, inclusive & sustainable economy. (CP) Building Stronger Greener Vibrant Economy

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-4.3	Enable more people to work by supporting access to affordable childcare	1	Minimise barriers to people working such as childcare	31-Mar-2025	Q1: this will be commented on from Q2 on.	0%	



Section 5 - Service Level Outcomes or Priorities
5 Overall Service Outcomes or Priorities Progress


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD 2024-25	(5) Service Level Outcomes or Priorities			31-Dec-2025	Overall progress of Service Level actions, refer to below entries for detail.	26%	

Section 5 - Service Level Outcomes or Priorities
 5.1 Economic Growth & Regeneration – Strategic Planning & Development Manager (Gary Templeton)





Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.1	Establishing Elgin Town Board and supporting engagement to prepare Investment Plan for submission to UK Government	1	Elgin City is a prosperous, attractive and healthy place	31-Mar-2025	Refer to subactions below	25%	
EGD25-5.1a	Developing a Monitoring and Evaluation Framework	1	Elgin City is a prosperous, attractive and healthy place	31-Mar-2025	Development work is taking place on new or enhanced PIs and will be reported on in the later quarters.	0%	
EGD25-5.1b	Establishing Elgin Town Board	1	Elgin City is a prosperous, attractive and healthy place	31-Aug-2024	Q1: Elgin Town Board established before 1st April deadline and have undertaken community engagement to identify priority projects. ETB meets fortnightly but this will be reviewed after Investment Plan is submitted	100%	
EGD25-5.1c	Prepare 10 year vision and 3 year investment plan	1	Elgin City is a prosperous, attractive and healthy place	01-Aug-2024	Q1: Officers are now working with the Board to prepare the 10 year Vision and 3 year Investment Plan to meet the deadline in August. Further comment will follow in Q2.	0%	
EGD25-5.1d	Deliver Investment Plan to UK Government	1	Elgin City is a prosperous, attractive and healthy place	01-Aug-2024	Q1: Update will be supplied as at Q2	0%	

Section 5 - Service Level Outcomes or Priorities
 5.2 Legislation and Regulation (1) – Strategic Planning & Development Manager (Gary Templeton)



Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.2	Preparation and submission of LDP Evidence Report to Gatecheck	1	Evidence to support Proposed Local Development Plan to deliver homes, employment, prosperity, town centre regeneration, active travel, healthy living, infrastructure, carbon reduction, climate adaptation and biodiversity enhancement.	31-Aug-2024	Progress of subactions combined, see below entries for detail.	100%	
EGD25-5.2a	Present LDP Evidence Report to committee	1	Evidence to support Proposed Local Development Plan to deliver homes, employment, prosperity, town centre regeneration, active travel, healthy living, infrastructure, carbon reduction,	30-Apr-2024	Q1: LDP Evidence Report agreed by Moray Council committee 24th April (item 4h refers)	100%	


			climate adaptation and biodiversity enhancement.				
EGD25-5.2b	Submission to Scottish Ministers requesting Gate check	1	Evidence to support Proposed Local Development Plan to deliver homes, employment, prosperity, town centre regeneration, active travel, healthy living, infrastructure, carbon reduction, climate adaptation and biodiversity enhancement.	30-Jun-2024	Q1: LDP submitted to Scottish Ministers with request for Gatecheck. Reporter has been appointed to carry out Gatecheck	100%	

Section 5 - Service Level Outcomes or Priorities
5.3 Legislation and Regulation (2) – Strategic Planning & Development Manager (Gary Templeton)





Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.3	Production of guidance document and associated plans to maximise socioeconomic benefit associated with energy developments	1	Maximise socio-economic benefit associated with energy developments	31-Jan-2025	Progress of subactions combined, see below entries for detail.	33%	
EGD25-5.3a	Draft guidance for Policy 11c in NPF4	1	Maximise socio-economic benefit associated with energy developments	30-Apr-2024	Q1: Approved in April 2024, item 4e of Moray Council committee on 24-Apr-2024 refers (Supplementary Agenda pack p337)	100%	
EGD25-5.3b	Commencement of consultation	1	Maximise socio-economic benefit associated with energy developments	01-Oct-2024	Q1: Commentary will be supplied in Q2.	0%	
EGD25-5.3c	Final Policy Document published	1	Maximise socio-economic benefit associated with energy developments	01-Jan-2025	Q1: Commentary to be supplied from Q2.	0%	

Section 5 - Service Level Outcomes or Priorities
5.4 Legislation and Regulation (3) – Strategic Planning & Development Manager (Gary Templeton)




Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.4	Review of Developer Obligations Supplementary Guidance	3	Ensure Developer Obligations Guidance is robust	31-Dec-2025	Progress of subactions combined, see below entries for detail.	50%	
EGD25-5.4a	Draft revised guidance prepared	3	Ensure Developer Obligations Guidance is robust	31-Aug-2024	Q1: going to 13-Aug-2024 P&RS Committee	100%	










EGD25-5.4b	Final guidance prepared for submission to Scottish Government	3	Ensure Developer Obligations Guidance is robust	01-Apr-2025	Q1: To be commented/updated from Q2	0%	
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Section 5 - Service Level Outcomes or Priorities
5.5 Legislation and Regulation (4) – Development Management & Building Standards Manager (William Clarke, Neil MacPherson)

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.5	Review and prepare National Planning Improvement Framework (NPIF) response	1	Improved performance in line with pillars set out in the template with local case studies	31-Dec-2024	Progress of subactions combined, see below entries for detail.	0%	
EGD25-5.5a	NPIF Cohort 3 preparation	1	Improved performance in line with pillars set out in the template with local case studies	31-Aug-2024	Q1: to be commented on from Q2	0%	
EGD25-5.5b	NPIF Cohort 3 submitted to Committee	1	Improved performance in line with pillars set out in the template with local case studies	31-Aug-2024	Q1: to be commented on from Q2	0%	
EGD25-5.5c	NPIF Cohort 3 submission to National Performance Team	1	Improved performance in line with pillars set out in the template with local case studies	31-Dec-2024	Q1: to be commented on from Q2	0%	




Section 5 - Service Level Outcomes or Priorities
5.6 Principal Climate Change Strategy Officer (Rod Lovie / Gary Templeton)

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.6	Climate Change and Route Map to Net Zero	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Aug-2025	Progress of subactions combined, see below entries for detail.	41%	
EGD25-5.6a	RMNZ Building heat and electricity – Scoping and research into increased renewable energy generation from Council buildings and land	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Mar-2025	Q1: Routemap update is going to Committee in August.	75%	
EGD25-5.6b	RMNZ Operating Emissions Governance & Climate	1	Achievement of targets, indicators and outcomes identified in Climate Change	31-Aug-2024	Overall progress of below sub subactions, please see below 3 entries for detail.	56%	




	Change Awareness Training		Action Plan to achieve Carbon Neutral by 2030.				
EGD25-5.6b(i)	Adaptation benchmarking - Identify current adaptation work happening across the council, including gaps and opportunities	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Aug-2024	Q1: Awaiting updates	50%	
EGD25-5.6b(ii)	Design and develop online Climate Change awareness training	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Aug-2024	Q1: Awaiting updates	95%	
EGD25-5.6b(iii)	Support the development of carbon knowledge and skills to promote innovation and effective carbon management	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Aug-2024	Q1: Awaiting updates	25%	
EGD25-5.6c	RMNZ - Nature and Biodiversity- Development of Carbon Offsetting Plan and ensuring management of council land holdings is planned to maximise carbon sequestration	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Mar-2025	Q1: Awaiting updates	0%	
EGD25-5.6d	RMNZ - Climate Change Routemap Review	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Aug-2025	Q1: Awaiting updates	0%	
EGD25-5.6d(i)	Prepare Climate Change Routemap	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Aug-2024	Q1: Awaiting updates	0%	
EGD25-5.6d(ii)	Review 2030 net zero target	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Jan-2025	Q1: Awaiting updates	0%	
EGD25-5.6d(iii)	Update Climate Change Strategy	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Aug-2025	Q1: Awaiting updates	0%	
EGD25-5.6e	Consult, raise awareness, communicate and engage with staff, residents,	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by	31-Mar-2025	Q1: Awaiting updates	60%	


	businesses and organisations across Moray about climate change. Promote relevant campaigns.		2030.				
EGD25-5.6f	Join support networks to assist the progress of climate change work	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.	31-Mar-2025	Q1: Awaiting updates	60%	

Section 5 - Service Level Outcomes or Priorities
5.7 Community Safety – Environmental Health & Trading Standards (Karen Sievwright)


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.7	Prepare community safety response plan incorporating recommendations from agreed Annual Community Safety report	1	Reduce the number of anti-social behaviour referrals	31-Mar-2025	Progress of subactions combined, see below entries for detail.	0%	
EGD25-5.7a	Preparation of safety response plan	1	Reduce the number of anti-social behaviour referrals	31-Aug-2024	Q1: Awaiting updates	0%	
EGD25-5.7b	Finalise draft and submission to Committee	1	Reduce the number of anti-social behaviour referrals	30-Nov-2024	Q1: awaiting updates	0%	

Section 5 - Service Level Outcomes or Priorities
5.8 Just Transition – Strategic Planning & Development Manager (Gary Templeton)

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.8	Develop a masterplan for discussion and to inform a future submission to the Just Transition Fund	2	Target investment to create good, green jobs through the transition to net zero	31-Dec-2024	Progress of subactions combined, see below entries for detail.	20%	
EGD25-5.8a	Appoint consultancy support	2	Target investment to create good, green jobs through the transition to net zero	30-Sep-2024	Q1: Officers are working through options	50%	
EGD25-5.8b	Workshops for officers, members, partners	2	Evidence to support Proposed Local Development Plan to deliver homes, employment, prosperity, town centre regeneration, active travel, healthy	31-Oct-2024	Q1: Initial work has begun on preparation and development of workshops for rollout and will be commented on from Q2	10%	

			living, infrastructure, carbon reduction, climate adaptation and biodiversity enhancement.				
EGD25-5.8c	Develop Masterplan	2	Target investment to create good, green jobs through the transition to net zero	31-Dec-2024	Q1: this will be commented on from Q2	0%	

Section 5 - Service Level Outcomes or Priorities
5.9 Workforce Planning – Head of Economic Growth & Development (Beverly Smith)

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.9	Identify route for succession of professional officers across the service	1	Reduced risk of statutory failures impacting on public health and safety	31-Mar-2025	Q1: Updates requested.	0%	

Section 5 - Service Level Outcomes or Priorities
5.10 Workforce Health & Wellbeing – Head of Economic Growth & Development (Beverly Smith)

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD25-5.10	Ensure revised operational implementation of absence management procedures are applied by managers	2	Absence is managed effectively and levels of absence are reduced efficiently and timeously.	31-Mar-2025	Q1: Datasets are being organised so average days lost per employee can be reported, this is expected to begin with effect from Q2.	0%	