







# 2024-25 Quarter to December Economic Growth & Development Performance Report - Service Plan




Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed


## 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
EGD24-25	Service Plan 2024-25			31-Mar-2026	Overall Plan Progress.	44%	




## Economic Growth & Development Service Plan 2024-25 - Section 4 - Progress


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25	Section 4 - Strategic Level Outcomes	1		31-Mar-2026	Overall progress of Strategic Level actions.	32%	

Economic Growth & Development Service Plan 2024-25 - Section 5 - Progress



Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25	Section 5 - Service Level Outcomes			31-Dec-2025	Overall progress of Service Level actions.	56%	

Section 4 - Strategic Level Outcomes - 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
EGD24-25 4.1	Progress Moray Growth Deal: Bring the remaining Moray Growth Deal projects into delivery: 7 of 8 projects expected to be in delivery by March 2025	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	At the end of Q3 24/25, 6 of the Growth Deal's 8 projects have entered delivery phase (Bus Revolution, Cultural Quarter, EY STEM, Digital Health, Housing Mix Delivery and MICM). Activity is sequenced for the remaining 2 projects during Q4: Assurance of the Business Enterprise Hub full business case has restarted, with clearance to move into delivery expected to be sought by mid Q4. Final skills and innovation workshop scheduled for 23rd January that will seek to identify a preferred option(s) for a project to replace MAATIC.	85%	
EGD24-25 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	<p>The <a href="#">Community Wealth Building Strategy 2024</a> and Action Plan were approved by Economic Development and Infrastructure Services Committee on the 30th April 2024 with progress reported annually to Moray Council and the Community Planning Partnership.</p> <p>Delivery of the Strategy and actions is restricted due to limited staff and financial resource with some actions noted in the action plan as 'on hold'. With planned staff leave during 2025, implementation of the strategy will be further constrained. In the meantime, officers will be looking at alternative funding opportunities to progress actions including those marked as 'on hold'.</p> <p>A priority for quarter 4 is the delivery of a Community Identified Benefits list for Moray. A Contractor to deliver a Community Benefits portal for Moray Council was appointed in October 2024. This Portal is expected to be launched in March 2025.</p>	25%	
EGD24-25 4.3	Improve access to fair work, employment and training opportunities			31-Mar-2025	% Progress relates to Q2. Q3 update to follow.	50%	

EGD24-25 4.4	Enable more people to work by supporting access to affordable childcare	1	Minimise barriers to people working such as childcare	31-Mar-2025	% Progress relates to Q2. Q3 update to follow.	20%	
-----------------	---	---	---	-------------	--	-----	---





#### Section 4 - Strategic Level Outcomes - 2. (L) Empowering & connecting communities (CP) Building thriving, resilient, empowered communities

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 4.5	Delivery of the Levelling Up Fund elements of the Elgin City Centre Masterplan	1	Elgin City Centre is a prosperous, attractive and health place. No of empty properties and vacant/derelict sites in the city centre No of additional residential properties in Elgin city centre	31-Mar-2026	Funding was confirmed by the UK Government in the November budget announcement. Following this, a Memorandum of Understanding has been received and signed accordingly, a Programme Manager has been recruited via Jacobs while recruitment for a Construction Manager is on-going. A detailed programme and governance structure are currently being progressed. The first significant spend will be investment in the South Street regeneration project.	2%	
EGD24-25 4.6	Delivery of Town Centre Improvement Plan & Annual Report	1	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 Outcome Measure: Town Vacancy Rates SLAED annual report indicators – town centre vacancy rates	31-Mar-2025	Work on the Town Centre Improvement Plan is ongoing. The Annual Report was reported to the Planning and Regulatory Services Committee on 17th December.	15%	

#### Section 5 - Service Level Outcomes - 5.1 Economic Growth & Regeneration




Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.1.1	Establishing Elgin Town Board and support engagement to prepare Investment Plan for submission to UK Government	1	Establish Elgin Town Board Prepare and deliver a 10-year vision and 3 year investment plan to UK Government by August 2024	31-Aug-2024	Elgin Town Board was established prior to the August deadline and now meets fortnightly. Community engagement has been undertaken to identify priority projects, and the Investment Plan and Vision is now awaiting confirmation of funding following submission to the UK Government on 31st July. Delivery is over a 10-year period.	100%	


Section 5 - Service Level Outcomes - 5.2 Legislative/Regulatory

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.2.1	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. Milestones - LDP Evidence Report to Committee - April 2024 Report to Gatecheck - June 2024	01-Jun-2024	Evidence Report and Gatecheck linked to the preparation of Local Development Plans are two new stages introduced by the Planning (Scotland) Act 2019 with Moray Council the first local authority to follow the new process.  Following approval at the special meeting of Moray Council on 24th April (item 18 of the minute refers), the Local Development Plan 2027 Evidence Report was submitted to Scottish Ministers by the agreed June deadline. Work is now ongoing to progress the Proposed Plan. Guidance document approved in April 2024, item 4e of Moray Council committee on 24-Apr-2024 refers (Supplementary Agenda pack p337). In a change to the published Service Plan, the planned 12-week consultation originally scheduled to commence in August is now likely to begin in October. As a result, a final Guidance Policy is now planned by March 2025.	100%	
EGD24-25 5.2.2	Guidance for Policy 11c) in NPF4 to maximise socio-economic benefit associated with energy developments	1	Production of guidance document and associated plans to maximise economic impact and address community wealth building and ensure compliance with Policy 11 c) in NPF4. Milestones Draft approved - April 2024 12 week consultation to commence - October 2024* Final document - March 2025*  (Amended from original Service Plan published in June)	31-Mar-2025	Following approval of the guidance document in April 2024 (item 4e of Moray Council committee refers with supplementary agenda pack p337), a 12-week consultation was scheduled to commence in August. However, due to a lack of available resources, this consultation has been delayed, and it is likely this action will now not meet the planned deadline of March 2025.	30%	
EGD24-25 5.2.3	Review and prepare National Planning Improvement Framework responses (NPIF)	1	Milestones - NPIF cohort 3 preparation - Nov 2024 NPIF Cohort 3 submission - Feb 2024 Submit to National Performance Team - March 2025	31-Mar-2025	% Progress relates to Q2. Q3 update to follow.	10%	
EGD24-25 5.2.4	Review of Developer Obligations Supplementary Guidance	3	Ensure Developer Obligations Guidance is robust to ensure collection and spending of Developer Obligations. Milestones -	30-Apr-2025	Following the Planning and Regulatory Services committee on 13 August, revised guidance around developer obligations was presented for public consultation for a period of 6 weeks, closing on 11 October. Work to finalise this guidance. in line with the	80%	


			Guidance revised and draft prepared - August 2024 Final guidance prepared for submission to Scottish Government - April 2025		representations made. has been delayed allowing third party advice to be taken on the Council's school roll methodology. Once confirmed, the final guidance document will be presented to a future committee for approval.		
--	--	--	---	--	--	--	--

**Section 5 - Service Level Outcomes - 5.3 Climate Change and Biodiversity Route Map to Net Zero**


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.3.1	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. LGBF, % RMNZ amber/red Heat and Electricity CO2 emissions areas wide per capita – (LGBF CLIM1) CO2 emissions within scope of LA per capita – (LGBF CLIM2)	31-Mar-2025	Actions to increase renewable energy generation from council buildings and land are included in the Climate Change Plan and Routemap to Net Zero 2024 update (section 3.1) approved at full council on 4th December. Case studies included in this plan highlight prioritising energy efficiency roll outs (such as solar panels and LED lights) can prove to be cost effective, particularly against the rising electricity costs seen in recent years. Moray Council's Energy Team are progressing spend to save projects that includes solar projects on corporate buildings.	75%	
EGD24-25 5.3.2	Operating Emissions - Design and develop Climate Change Awareness Training; Adaption benchmarking; Develop carbon knowledge and skills		Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF % RMNZ amber/red	31-Mar-2025	The adaptation benchmarking exercise is complete and was reported to full council on 25 September 2024. Climate Change Awareness training is now an essential training module for all new staff. New training around carbon knowledge and skills is planned for development in quarter 4. Initially this will be aligned with internal engagement relating to the Climate Change Strategy update.	75%	
EGD24-25 5.3.3	Nature & Biodiversity - Develop Carbon Offsetting Plan and maximise carbon sequestration	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF % RMNZ amber/red	31-Aug-2025	The work to develop a natural capital delivery model was originally due by 31 March 2025. This has now been amended to 31 August 2025 due to the deferral of the Routemap to Net Zero report and request for additional support to update the Climate Change Strategy (reported to committee in December). Resources to develop natural capital projects as part of carbon offsetting, biodiversity, and Just Transition planning will be considered as part of wider resource planning of Just Transition and socio-economic benefits	0%	

EGD24-25 5.3.4	Prepare Climate Change Route Map - Review 2030 net zero targets; Update Climate Change Strategy; Raise awareness of Climate Change; Join support networks to assist progress	1	<p>Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030.</p> <p>LGBF % RMNZ amber/red</p> <p>Milestones:</p> <p>Prepare Climate Change Route Map - August 2024</p> <p>Review 2030 net zero targets - January 2025</p> <p>Update Climate Change Strategy - August 2025*</p> <p>Consult, raise awareness, communicate and engage with staff, residents, businesses and organisations across Moray about Climate Change - March 2025</p> <p>Join support networks to assist the progress of Climate Change work - March 2025</p> <p>(*amended from original dates of published Service Plan)</p>	31-Aug-2025	<p>The Climate Change Plan and Routemap to Net Zero 2024 and scope of work for updating the Climate Change Strategy were approved by Full Council on 4 Dec 2024. This update will now be taken forward by a Climate Change Working Group, with a move away from 2030 targets to decarbonisation targets for each area within the council. These targets should at least align to national aims and will mean a backstop date of 2045 for overall net zero.</p> <p>Agreed timelines for the CCS update include:  New Draft Climate Change Strategy Report - August 2025  Public Consultation on Draft Strategy Ends - October 2025  Final Climate Change Strategy Report - December 2025</p> <p>In addition to this work, Moray Council are now members of the Sustainable Network and Hydrogen Scotland while work to raise awareness of Climate Change is ongoing.</p>	50%	
-------------------	--	---	---	-------------	---	-----	---


Section 5 - Service Level Outcomes - 5.4 Workforce Planning

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.4.1	Identify route for succession of professional officers across the service	1	<p>Reduced risk of statutory failures impacting on public health and safety</p> <p>Reduce number of services at risk of insufficient staffing levels in next 5 years to deliver statutory duties for Environmental Health, Trading Standards &amp; Building Standards</p>	31-Mar-2025	<p>Environmental Health - 1 graduate trainee currently undertaking university training and professional qualifications which are expected to complete by October 2027. Planned recruitment for a second trainee post has been unable to progress as the approved university course is no longer available. An alternative university is currently being sourced by the Royal Environmental Health Institute of Scotland (REHIS)</p> <p>Trading Standards - 1 trainee successfully completed the final training module and is now qualified Trading Standards Officer. 2nd trainee on track to undertake exams in Summer 2025.</p> <p>Building Standards - no change for quarter 3 with 1 officer expected to submit final submission and be interviewed by Spring 2025.</p>	75%	

**Section 5 - Service Level Outcomes - 5.5 Community Safety**

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.5.1	Prepare community safety response plan incorporating recommendations from agreed Annual Community Safety report	1	Reduce the number of anti-social behaviour referrals Achieve outcome measures set out in community safety response plan Milestones - Prepare Community Safety Response plan - August 2024 Finalise submission to Committee - November 2024	31-Mar-2025	Recruitment to strengthen the Community Warden Team is still ongoing but is expected to complete by the end of February, Finalisation of the response plan will be completed when recruitment has been successful as resources available will determine what is achievable.	25%	

**Section 5 - Service Level Outcomes - 5.6 Develop proposals for Just Transition Bids**

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.6.1	Develop a masterplan for discussion and to inform future submissions of Just Transition bids	2	Action wording amended from original Service Plan. Milestones - Appoint Consultancy Support - September 2024 Workshops for officers, members and partners - October 2024 Development of Master Plan to commence - December 2024 Master Plan complete - March 2025	31-Mar-2025	The first milestone relating to this action is complete with consultants now appointed. Two workshops have been held with partner organisations, resulting in a long list of initial projects for consideration. These have now been scored and assessed into a short list.	40%	

**Section 5 - Service Level Outcomes - 5.7 Health and Wellbeing**

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.7.1	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	All absences have been managed in consultation with HR and in line with the Health and Work policy.	75%	