



MANCHESTER  
CITY COUNCIL

# **Resources and Governance Overview and Scrutiny Committee**

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## **Human Resources Subgroup**

Date: Tuesday 25 January 2011

Time: 10.00 am

Venue: Committee Room 11, Level 2 Town Hall

Everyone is welcome to attend this subgroup meeting.

### **Membership of the Committee**

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**Councillors -**

M Clayton, B Fisher, A Trotman, M Watson (Chair)

## Agenda

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	<b>Page</b>
<b>1 Minutes</b> To approve as a correct record the minutes of the meeting held on 6 July 2010 (enclosed).	1
<b>2 Financial Settlement 2011/12 and 2012/13, Workforce issues</b> Report of the Chief Executive, City Treasurer; Assistant Chief Executive (People), City Solicitor  This report was submitted to the Executive and Personnel Committee on 19 January 2011 and will be submitted to Council on 2 February. It sets out the issues and steps required to achieve a reduction in the numbers of staff employed in the Council's workforce as a result of the Government's financial settlement for 2011/12 and 12/13. It proposes the use of the existing Voluntary Severance Scheme (VSS) as amended (comprising Voluntary Early Retirement (VER) and Voluntary Severance (VS)), in support of <b>m people</b> and to secure cost reductions and structural and functional transformation	7
<b>3 M People</b> Report of the Assistant Chief Executive (People)	18
This report provides an overview of how the <b>m people</b> programme has been implemented as a pilot as part of the integration of HR/OD functions, the subsequent development of the approach, progress made on implementation leading up to the launch across the Council on 4th January 2011 and proposals for ongoing development.	
<b>4 People Strategy (Refresh)</b> Report of the Assistant Chief Executive (People)	82
This report describes the refresh of the People Strategy and how it has been reviewed following the introduction of m people.	
<b>5 Support to School Governing Bodies</b> Report of the Director of Children's Services	88
This report summarises the arrangements for supporting Headteachers and Governing Bodies with human resources management, specifically in relation to the management of staff disciplinary hearings and job evaluation.	
<b>6 ICT Staffing update</b> Report of the Strategic Director of Transformation and Chief Information Officer	94
This report sets out how work around ICT staffing is progressing to meet the organisation's needs and the Council's vision for the service.	

- 7 **Real Time Sickness Absence Data**  
Report of the Assistant Chief Executive (People) 98
- This report updates the Committee on the corporate approach to the recording of real time sickness absence data.
- 8 **Flexible Working Policies**  
Report of the Assistant Chief Executive (People) 103
- This report informs members of the Council's policy on Flexible working and the guidance available to staff regarding time recording and how this relates to other flexible working policies.
- 9 **Work Programme**  
To agree the future work programme for the Subgroup. 116

## Further Information

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For help, advice and information about this meeting please contact the Committee

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This agenda was issued on **18 January 2011** by the Governance and Scrutiny Support Unit, Manchester City Council, Town Hall, Albert Square, Manchester, M60 2LA.