

**Manchester City Council  
Report for Resolution**

**Report to:** Personnel Committee – 8 March 2017

**Subject:** Strategic Development and Growth and Neighbourhoods

**Report of:** Strategic Director, Development  
Deputy Chief Executive, Growth and Neighbourhoods

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**Summary**

This report provides the outcome of the senior job evaluation process in relation to the roles created as part of the revised senior management arrangements within Strategic Development. It also recommends the deletion of the Head of Business Units post following the retirement of the current post holder.

**Recommendations**

1. To note the outcome of the job evaluation exercise for the following posts
  - a. Director of Housing and Residential Growth at SS4
  - b. Director of Development and Corporate Estate at SS4
  - c. Head of Residential Growth at SS3
2. To recommend that the Council approve the grading of both the Director of Housing and Residential Growth and the Director of Development and Corporate Estate as SS4, given that the salary band exceeds £100k.
3. To approve the re-designation of Principal Development Surveyor to Development Manager.
4. To note the deletion of the Head of Business Units.

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**Wards Affected:** All

<b>Manchester Strategy outcomes</b>	<b>Summary of the contribution to the strategy</b>
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	Providing leadership to support, promote and drive the role and continuing growth of the city centre as a major regional, national and international economic driver; as the main focus for employment growth through a strengthening and diversification of its economic base and through the efficient use of land.

<p>A highly skilled city: world class and home grown talent sustaining the city's economic success</p>	<p>Supporting the delivery of a Schools Capital Programme which will provide new and expanded high quality primary and secondary school facilities for a growing population through the identification of suitable sites which can support our wider transformation proposals for neighbourhoods in the city.</p>
<p>A progressive and equitable city: making a positive contribution by unlocking the potential of our communities</p>	<p>Creating places where residents and partners actively demonstrate the principles of Our Manchester.</p>
<p>A liveable and low carbon city: a destination of choice to live, visit, work</p>	<p>Actively manage the impact of a growing population and economy to minimise the city's carbon emissions through planning and working with partners across the City to move towards becoming a zero carbon city by 2050.</p>
<p>A connected city: world class infrastructure and connectivity to drive growth</p>	<p>Contribution to population and economic growth by providing an expanded, diverse, high quality housing offer that is attractive, affordable and helps retain economically active residents in the City, ensuring that the growth is in sustainable locations supported by local services, an attractive neighbourhood and the provision of new and enhanced physical and digital infrastructure.</p>

**Full details are in the body of the report, along with any implications for**

- Equal Opportunities Policy
- Risk Management
- Legal Considerations

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### **Financial Consequences – Revenue**

There are no additional financial consequences resulting from the outcome of the job evaluation for the Director of Housing and Residential Growth and Director of Development and Corporate Estate. The full financial consequences resulting from the review in senior management arrangements for the Strategic Development Directorate can be seen in the Personnel Committee report dated 11<sup>th</sup> January 2017.

The Head of Business Units post will result in a saving of £95,130. This will be offset by amendments to the structure below G12.

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**Background documents (available for public inspection):**

The following documents disclose important facts on which the report is based and have been relied upon in preparing the report. Copies of the background documents are available up to 4 years after the date of the meeting. If you would like a copy please contact one of the contact officers above.

Personnel Committee Report, January 2017 – Strategic Development Senior Management Arrangements  
Personnel Committee Report, December 2016 – Senior Pay and Grading  
Personnel Committee Report, June 2016 – Senior Leadership Arrangements  
Personnel Committee Report, July 2014 – Growth and Neighbourhoods

## **1.0 Introduction**

- 1.1 The 11<sup>th</sup> January 2017 Personnel Committee approved a series of proposals to change the senior management arrangements within the Strategic Development Directorate. These changes included the deletion of the Director of Housing and the Strategic Lead – Residential Development and the creation of the following posts:-
- Director of Housing and Residential Growth
  - Director of Development and Corporate Estate
  - Head of Residential Growth
- 1.2 The report presented to Personnel Committee on 11<sup>th</sup> January set out the rationale for the change in management arrangements, recognising that in order to support the continued economic growth of the city, and in particular, the ability to grow the city's tax base an increase in the capacity at a senior management level would be required.

## **2.0 Job Evaluation Outcome**

- 2.1 The posts outlined above have now fully evaluated and assigned to the senior management pay structure using the agreed Senior Job Evaluation framework, the outcome of which is as follows:-
- Director of Housing and Residential Growth – SS4 (£90,419 - £101,826)
  - Director of Development and Corporate Estate – SS4 (£90,419 - £101,826)
  - Head of Residential Growth – SS3 (£74,175 - £83,830)
- 2.2 As the salary bands for the Director of Housing and Residential Growth and the Director of Development and Corporate Estate could exceed £100k, these posts will also be subject to approval by Council on 22<sup>nd</sup> March 2017.
- 2.3 These posts will come into effect from 1<sup>st</sup> April 2017.

## **3.0 Development Team**

- 3.1 The report on 11<sup>th</sup> January referred to three Principal Development Surveyors within the senior management structure, all of which currently report to the Head of Development. In order to ensure consistency in naming conventions across the structure, it is proposed that the job title be changed from Principal Development Surveyor to Development Manager. This brings the role in line with the Development Manager within the City Centre Growth and Regeneration team, all graded at SS1.

## **3.0 Growth and Neighbourhoods**

- 4.1 The June 1<sup>st</sup> Personnel Committee approved a number of revised organisational arrangements, including the transfer of Business Units (excluding Facilities Management) from the Corporate Core to The Neighbourhoods Service within the Growth and Neighbourhoods Directorate.

- 4.2 The purpose of the transfer of functions into the Neighbourhoods Service was to allow alignment of the Council's neighbourhood services under one single management structure. Following the transfer of functions, the current Head of Business Units has advised that she wishes to retire and will do so on 30<sup>th</sup> April 2017. The services will continue to be managed within the Neighbourhoods Service and further work will be undertaken to put in place appropriate structural arrangements. As such, it is recommended that the Head of Business Units post is deleted.

**5.0 Director of Human Resources and Organisational Development  
Comments**

- 5.1 I have been consulted on the proposals and agree with the recommendations made.

**6.0 Trade Union Comments**

- 6.1 To be tabled.