

**Manchester City Council
Report for Resolution**

Report to: Personnel Committee - 25 April 2017

Subject: Deputy Strategic Director of Children's Services - Market Supplement

Report of: Director of Children's Services

Summary

The purpose of this report is to request a market rate supplement of £3k to be implemented against the post of Deputy Strategic Director of Children's Services. Also that committee commend this proposal for approval at the next Council meeting.

Recommendations

Personnel Committee are recommended:

1. To approve the introduction of a performance-based market supplement of £3,000 to be placed on the post in line with the Market Rates Policy agreed by the Committee on 12 December 2016 and recommend to Council the approval of this supplement.

Wards Affected: All

Manchester Strategy outcomes	Summary of the contribution to the strategy
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	
A highly skilled city: world class and home grown talent sustaining the city's economic success	
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	
A liveable and low carbon city: a destination of choice to live, visit and work	
A connected city: world class infrastructure and connectivity to drive growth	

Financial consequences for the Revenue and Capital Budgets

The costs associated with this post will be met from within the existing Children and Families budget.

Contact Officers:

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Background documents (available for public inspection)

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.

- Report to Personnel Committee – Pay Policy Statement – 8 March 2017
- Report to Personnel Committee – Market Rates – December 2016
- Report to Personnel Committee – Children and Families Directorate – 16 September 2014

1 Introduction

- 1.1 £3k for the post of Deputy Strategic Director of Children's Services. This proposal has been submitted to enable the Council to progress the appointment of an individual who has been identified via a full recruitment process as being suitably skilled, experienced and qualified to undertake this role.

2. Background

- 2.1 In September 2014, Personnel Committee approved the establishment of, and recruitment to, the post of Deputy Director of Children's Services, following which an Executive Search Company was appointed to progress all aspects of recruitment.
- 2.2 The post proved difficult to recruit to and over the last couple of years, since the post was established, two comprehensive market searches have failed to attract suitable permanent candidates.
- 2.3 An appointable candidate has now been identified following a high profile recruitment campaign involving interviews with internal and external stakeholders and a full Executive Member panel. This candidate is considered to be of extremely high calibre with the added attribute of experience of health and social care integration.
- 2.4 The salary expectations of the appointed candidate are £104k which is slightly above the grade for the role but consistent with wider market norms. Detailed market benchmarking data is available and demonstrates that comparable posts in other core cities are remunerated between £106,000 - £138,000. In order to secure this appointment a performance-based market rate supplement of £3,000 is therefore proposed, conditional on delivery of the children's service budget reductions and savings as set out in the 2017/18 budget.

3. Director of Human Resources and Organisational Development

- 3.1 I support this proposal on the basis of evidence of a gap between Manchester City Council pay for this key post and wider market activity. This has been demonstrated through two failed recruitment campaigns and benchmarking the pay of similar roles in other core cities.

4. Trade Unions Comments

- 4.1 The Trade Union have noted the content of the report, but declined to put forward comments.

6. Conclusion

- 6.1 Personnel Committee are asked to approve the introduction of a performance-based market rate supplement of £3,000 to secure the appointment of the

suitably qualified and experienced candidate who was successful at interview for the role of Deputy Strategic Director of Children's Services. The market rate will be reviewed on an annual basis.