

Personnel Committee

Minutes of the meeting held on 28 June 2017

Present

Councillor Flanagan - In the Chair

Councillors Battle, Bridges, Craig, Dar, N Murphy, S Murphy, S Newman, B Priest, Rahman and Stogia

PE/17/16 Minutes

Decision

To agree the minutes of the meeting of 25 April 2017 as a correct record.

PE/17/17 HROD Restructure – Final Proposal

The HR/OD service had been facing a number of practical challenges such as a high vacancy base, a savings target for 2017/18, and restoring service leadership and direction after a the prolonged vacancy of the director role. During this time the service had received two independent reviews, both of which made recommendations for a clear service operating model and a service management structure that was fit for purpose.

Acting on the outcome of these reviews, and in consultation with managers across the organisation and staff within the service, proposals for a new structure for the staffing service had been developed. Those proposals sought to ensure the HR/OD service had the resources and resilience to deliver the Council's People Strategy ambitions.

A report submitted by the Deputy Chief Executive (People, Policy and Reform) set out the new staffing and management structure proposals. The key elements of the proposals being:

- An operating model based around four tiers of delivery (self-service, HR Shared Service Centre, business partnering, strategic projects) and two core delivery objectives of people transactions and organisation development.
- A Departmental management team comprising three roles reporting to the Director with clear accountabilities against the operating model:
 - 1 x Head of HR Operations (Grade 12)
 - 1 x Head of Organisation Development (Grade 12)
 - 1x Head of Employee Relations (SS1)
- The current five special grade posts (4 X Strategic Business Partners and Head of HROD Service Delivery post) to be disestablished.

The means of implementing these changes were set out in the report, and were endorsed by the Committee.

Decisions

1. To note the proposed restructure of the HR/OD service in response to a number of previous strategic reviews against organisation requirements.
2. To approve deletion of four Strategic Business Partners posts and the Head of HROD Service Delivery and agree the establishment of Head of Employee Relations at Grade SS1.
3. To delegate authority to the Director of HR/OD to develop and implement the proposed structures at grade 12 and below, acting in consultation with the Deputy Chief Executive (People, Policy & Reform) and the Executive Member for Finance and Human Resources.

PE/17/18 Director of Education - Appointment

The Chief Executive presented a report

The post of Director of Education and Skills was vacant and being covered by an acting-up arrangement. A report submitted by the Chief Executive explained that this role is key to ensuring city-wide improvements in educational attainment. Under the previous post holder significant progress had been made in closing the gap between Manchester's performance and aspiration, but more work was now needed to deliver the outcomes required of a world class city.

The reports sets out a proposed revision to the current role profile and an approach and timetable to it recruitment. The Committee supported the proposals.

Decisions

1. To approve the proposed revision of the Director of Education and Skills, to Strategic Director of Education on the following basis:
 - the role to report directly to the Director Children's Services but continuing to be a full member of the Council's Strategic Management Team, with oversight from the Chief Executive;
 - the adult skills portfolio to transfer to and be incorporated within the Work and Skills Team within the Neighbourhood Services Directorate.
2. To approve the proposed recruitment approach as set out in the report.
3. To establish a subcommittee to act as the Appointment Panel for the appointment of the Strategic Director of Education and to appoint to the subcommittee Councillors Battle, Bridges, S Newman, Rahman, Sheikh and Stogia; with the quorum of a meeting of the subcommittee to be any four members.
4. To note that the remuneration for the post will be subject to further approval of Personnel Committee and Council.