

Personnel Committee

Minutes of the meeting held on 7 February 2018

Present

Councillor Flanagan - In the Chair
Councillors Bridges, Craig, Dar, Leese, N Murphy, S Murphy, S Newman B Priest, Rahman and Stogia

PE/18/01 Minutes

Decision

To approve the minutes of the meeting held on 22 December 2017.

PE/18/02 Workforce Arrangements – Manchester Local Care Organisation

The Committee considered a report of the Director of HROD which set out the workforce arrangements for the Local Care Organisation (LCO) and how it would affect adult social care services during its first year of operation 2018/19. The report also outlined impacts on the Council's workforce across a wider range of services in future years. The report indicate that more detailed discussion of those impacts would be brought to the Committee at the appropriate time. The proposed arrangements for 2018/19 had been aligned to ensure the delegation of operational line management to the LCO across integrated teams, alongside safeguards and protocols that had been put in place to protect the Council's interest as an employer and its statutory responsibilities for Adult Social Care.

Decision

To agree the proposed HR protocol, as described in the report for inclusion in the LCO Partnering Agreement.

PE/18/03 Senior Leadership Arrangements

The Committee considered a report of the Chief Executive which set out the outcome of a review of strategic leadership arrangements across the Council in order to align leadership with corporate priorities and thereby optimise capacity. The report recommended a number of changes to senior leadership arrangements which would provide more efficient and consistent leadership and management of Council priorities and the reform of public services.

Proposed revisions of accountabilities and reporting lines are outlined below:

Chief Executive: the number of direct reports to the Chief Executive will be reduced

Deputy Chief Executive portfolios: the two Deputy Chief Executive portfolios would be realigned to strengthen alignment between strategy and service delivery around the themes of people and place. Those changes were set out in greater detail the report.

Chief Information Officer: The fixed term post of Chief Information Officer would conclude as planned at September 2018. A new substantive post of Director of ICT was proposed for creation as a basis for permanent recruitment at grade SS4 (£90,419-101,826).

Director of Strategic Communications: it was proposed that the post of Head of Strategic Communications is re-designated and re-graded as the Director of Strategic Communications, at a grade of SS3 (£74,174 - 83,830). The post would report to the Deputy Chief Executive.

Director of Education: this post would now report to the Strategic Director of Children Services, with a link to the Deputy Chief Executive for strategic support and corporate policy. This would also include the role of schools in integrated public services, family poverty and work and skills.

Head of Homelessness: it was proposed to establish and appoint to this post on a permanent basis. The post would continue to hold statutory responsibility for the function. It was proposed that the salary would be graded SS2 (£64 574 - 71 295) subject to the outcome of senior job evaluation. The post would report to the Executive Director of Strategic Commissioning (DASS)

City Solicitor: It was proposed that responsibility for communications be removed from this portfolio and transferred to the Deputy Chief Executive as a key part of corporate core services, to release capacity for a modernisation project for democratic services.

Comments from the Trade Union were submitted for consideration by the Committee. Those comments related a suggestion that greater investment in front line staff was needed. The Committee felt however that this comment was misplaced since considerable investment in frontline staff had taken place across the organisation. The Committee therefore agreed the proposals.

Decisions

1. To note the redesignation of the two Deputy Chief Executives' portfolios and delegate to the Chief Executive responsibility to develop detailed revised Role Profiles, in line with the 1 June 2016 report which gave the Chief Executive authority to vary the responsibilities of the Deputy Chief Executives from time to time to support corporate priorities.
2. Thank Bob Brown for his leadership and transformation of the ICT service and note the end of the CIO fixed term contract in September 2018 and plans to recruit to a new post
3. To recommend to Council the establishment of a new post of Director of ICT at grade SS4 (£90,419 - 101,826) with an additional market rate supplement of up to £30,000, subject to normal review processes.

4. To make permanent and recruit to the currently time limited post of Head of Homelessness at a proposed grade of SS2 (£64,574 - 71,295), subject to the outcome of senior job evaluation.
5. To agree the re-grade and re-designation of the existing Head of Strategic Communications to the Director of Strategic Communications at a grade of SS3 (£74,175 - 83,830).
6. To note that the City Solicitor will report to Council on the required amendments to the constitution arising as a result of the revised arrangements set out in these proposals.
7. To require the Chief Executive, in consultation with the Leader of the Council and Executive Member for Finance and Human Resources, to undertake an assessment of the changes to the roles and responsibilities of posts outlined in this report with particular reference to equal pay.