

**Manchester City Council
Report for Information**

Report to: Resources and Governance Scrutiny Committee - 8 December 2016

Subject: Delivering the Our Manchester Strategy:

Report of: Executive Member for Finance and Human Resources

Summary

This report provides an overview of work undertaken and progress towards the delivery of the Council's priorities as set out in the Our Manchester strategy for those areas within the portfolio of the Executive Member for Finance and Human Resources.

Recommendations

The Committee is asked to note and comment on the report.

Contact:

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1. Introduction

1.1 The Our Manchester Strategy was formally adopted by the Council in January 2016 and sets the ambitions for the city for the next ten years, to 2025, for Manchester to be:

- Thriving – creating great jobs and healthy businesses
- Filled with talent – both home-grown talent and attracting the best in the world
- Fair – with equal chances for all to unlock their potential
- A great place to live – with lots of things to do
- Buzzing with connections – including world-class transport and broadband

1.2 Executive Members are collectively and individually responsible for supporting the delivery of the Our Manchester Strategy and for providing political oversight and direction to officers for the better outcomes for Manchester residents. In October, the Executive also published its collective political priorities and those of individual Executive Members, all of which are aligned to the Our Manchester Strategy.

1.3 This report sets out how I as the Executive Member for Finance and Human Resources have sought to deliver these priorities over the past six months and is the first of twice yearly reports to this Committee, with reports being submitted to Scrutiny Committees at their May and November meetings from now on.

2. Executive Member for Finance and Human Resources

2.1 My portfolio includes: the Council's Finances, Budget, Capital Programmes, Council Tax and Benefits, Human Resources, ICT, Resource Procurement and Performance.

2.2 Some of the other major projects that I have been involved in include the Town Hall Transformation and developing a policy for increasing the importance of Social Value in procurement.

2.3 For this year, my main priorities are:

- Ensuring procurement delivers best value for Manchester
- Value for money
- Supporting Strategic business thinking.
- Reducing sickness levels among council staff.
- Fair treatment of council staff
- Focus the budget towards the implementation of the Our Manchester Strategy

3. Progress and Outcomes May- November 2016

Procurement

- 3.1 I have closely worked with officers and the Task and Finish group of this Committee to develop a stronger policy, that gives a higher weighting to Social Value when considering procurement. This improved policy will ensure a more robust system for promoting more contracts to local Manchester companies, champion small business, increasing the number of local apprenticeships, improving employment opportunities and reducing the Council's carbon footprint. This policy will also enable a company, unable to employ apprentices, to invest in Manchester residents by contributing to the Social Value Investment Fund or alternatively completing Community projects.
- 3.2 As a member of the Town Hall project board I have ensured that procurement delivers for Manchester by making the Social Value policy crucial to creating apprenticeships, local employment and the ability of small business to tender for contracts.

Budget

- 3.3 Over the previous six months, I have attended numerous meetings with both officers and councillors as part of my responsibility to develop a strategy that allows the council to set a three year budget. This strategy allows the Council to consult more widely with our residents, our partners and council staff regarding their views and so that they can influence the budget options before it is set in March 2017.
- 3.4 I have chaired a number of Budget Challenge meetings which are crucial in holding directorates to account, so that they maintain their spending within their allotted budgets.
- 3.5. I have attended a Trade Union Forum which allowed me to discuss the impact of the budget with our staff.

Our Manchester

- 3.6 As part of the implementation of the Our Manchester Strategy, I have requested that council officers identify which budget options may hamper or have a negative impact on the strategy's delivery. Where such conflicts exist then they will be measured to allow Scrutiny Committees to decide if the options should be included in the budget proposals, removed or mitigated against.
- 3.7 I have also attended a training workshop for Our Manchester.
- 3.8 I have initiated the formulation of a budget and a financial process for the purpose of funding the Our Manchester Strategy.

Sickness Levels

- 3.9 Having attended a number of HR sub group committee meetings, I continue to focus my efforts on reducing levels of sickness. I have requested that we provide greater support for our staff who are suffering from stress and mental health related absence.

Fair Treatment for Our Staff

- 3.10 I have initiated a review of Senior Staff's salaries to establish if there was any gender bias. Having completed the review, a recommendation to approved an increase in some salaries was considered by Personnel Committee.
- 3.11 Following this review, I have requested a benchmarking of all Senior salaries above grade twelve, to ensure staff are correctly recompensed.
- 3.12 I have overseen the appointment of a recruitment consultant to establish a job role and person specification for the Director of HR. Following an appointment panel which I chaired, a new Director of HR has been appointed.
- 3.13 I have recently been involved in the process and appointment panel for the new Chief Executive.
- 3.14 Following a review of HR, I have requested officers to identify better training support and an updated recruitment policy.