

**Manchester City Council
Report for Information**

Report to: Resources and Governance Scrutiny Committee – 22 June 2017
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.

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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 As Executive Member for Finance and Human Resources, my portfolio includes:

- Councils Finances
- Revenue Budget
- Capital Programs
- Council Tax and Benefits
- Human Resources
- ICT
- Resources, Procurement and Performance

2.2 I continue to be involved in a number of major projects including the Town Hall Transformation and increasing the importance of Social Value in procurement.

2.3 For this year my main priorities are:-

- Reducing sickness levels among council staff
- Fair treatment of council staff
- Value for money
- Ensuring procurement delivers best value for Manchester
- Focus the revenue budget delivers
- Ensure that the capital programme processes delivers

3. Progress November 2016 - May 2017

Procurement and Value for money

- 3.1 The Council's procurement procedures are based on openness, transparency and equality of access to our procurement opportunities.
- 3.2 All tenders are advertised on the Council's E portal known as the Chest which is free to register and it enables suppliers to register once, to gain access to procurement opportunities to over 40 local authorities including Manchester.
- 3.3 Manchester has now streamlined its tender documents to assist all its suppliers with over 85% of our tender documents not requiring any of our companies to pre-qualify before they submit their tenders. This enables more smaller to medium Manchester companies to tender, allows the maximum number of price bids to be submitted and thus ensures value for money.
- 3.4 In line with the work of the Task and Finish group about Social Value, we now have a much stronger procurement policy which has a higher weighing for Social Value. This improved policy ensures that all projects must have a minimum Social Value of 20%, has a robust system of promoting more contracts to local Manchester companies, champions small and medium businesses, increases the number of local apprenticeships, improves employment opportunities for Manchester residents and reduces the Council's carbon footprint. This policy also enables companies unable to employ apprentices to have an option to invest in Manchester by contributing financially to a Social Value Fund or engaging in community projects.
- 3.5 All tenders on completion are now the subject of a contract report, which must detail the savings achieved and the Social Value gained through the procurement process. We now intend to develop a reporting process that will provide evidence on what Social Value is delivering through the procurement process. This will include the number of local employment opportunities created, the number of local apprenticeships established, the number of community projects completed, reduction of the council's carbon footprint and how much the Social Value Fund is contributing to the people of Manchester.
- 3.6. I continue to be a member of the Town Hall Transformation Board, which will ensure that through the procurement process and the Social Value policy that we deliver local apprenticeships, local employment and the ability of small and medium businesses to tender for parts of this contract.

Budget

- 3.7 Having set a three year budget in March, we now have to deliver the cuts Government has forced on the Council. We have extensively consulted with our residents, our partners and council staff regarding these Government cuts and so it is extremely important that we now demonstrate that we have listened to them and are putting into action what they have asked us. This can be

demonstrated through our capital investment programmes for example our highways improvement programme.

- 3.8 To strengthen our drive to improve value for money, our constitution requires that all departments consult with corporate procurement prior to commencement of any procedure over £30,000. Our systems provide full visibility of expenditures and it gives the council the opportunity to challenge and support departments making purchases. The links across the Council enables commercial enterprise and support when renegotiating contracts and specifications, which in turn helps us to meet our budget savings.
- 3.9 I have continued to chair budget challenge meetings, which are crucial in holding directorates to account so that they maintain their spending within their allocated budget.

Fair Treatment of our Staff

- 4.0 During the last three months we have begun to align the council workforce with the Our Manchester behaviours and build an engaged workforce.
- 4.1 The About You performance review has been rolled out to provide every member of staff with a conversation about their role, performance, development needs, personal welfare requirements and provide them with support and guidance on their roles.
- 4.2 Following the B heard survey, there is currently a full evaluation of last year's training, including costs, uptake, budget utilisation, valuation and attendance rates. In parallel to this work half of those in leadership positions have received leadership development training.
- 4.3 The Human Resources department are working with ICT to ensure every member of staff has access to email and intranet communications by this autumn. To date 300 of the 1500 outstanding email addresses have been provided and consultation is continuing with staff and managers to understand what ICT kit is required to connect all our staff to our systems.
- 4.4 Plans are on the way to significantly improve the welfare and well-being of our staff. This is especially important to support our staff, to reduce sickness levels and reduce reliance on agency staff to cover sick leave.
- 4.5 Our employee assistance programme was put into place within 24 hours of the Arena attack. This provided structured trauma debriefs for those who attended the scene and those involved in the aftermath of the attack.

Attendance Management

- 4.6 I have continued to attend the Human Resources subgroup committee meetings, where a report showed the average days lost due to absence has a downward trend and it has now reached its lowest point in two years and the absence levels now remained below annual comparators. Long-term absence

continues to be the dominating factor impacting on our overall absence trend and I intend to review our practices and support to our staff who are suffering from long term sickness.