



Economy Scrutiny Committee

Date: Wednesday, 5 September 2018
Time: 2.00 pm
Venue: Council Chamber, Level 2, Town Hall Extension

This is a **supplementary agenda** containing additional information about the business of the meeting that was not available when the agenda was published

Access to the Council Chamber

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Membership of the Economy Scrutiny Committee

Councillors - Priest (Chair), Connolly, Davies, Douglas, Green, Hacking, Johns, Newman, Noor, Raikes, Razaq, Shilton-Godwin and K Simcock

Supplementary Agenda

8. **Greater Manchester Mayor's Good Employer Charter** 3 - 8
Report of the Head of Strategy and Policy Development – Greater Manchester Combined Authority (GMCA)

This report seeks the Committees views on a draft proposition for a GM Good Employment Charter in order to help deliver the priorities of 'good jobs with opportunities for people to progress and develop' and 'a thriving and productive economy in all parts of Greater Manchester'

9. **Overview Report** 9 - 20
Report of the Governance and Scrutiny Support Unit

Updated Work Programme for the Economy Scrutiny Committee detailing the proposed agenda items for remainder of the Municipal Year

Further Information

For help, advice and information about this meeting please contact the Committee Officer:

Michael Williamson
Tel: 0161 234 3071
Email: m.williamson@manchester.gov.uk

This supplementary agenda was issued on **Friday, 31 August 2018** by the Governance and Scrutiny Support Unit, Manchester City Council, Level 6, Town Hall Extension (Mount Street Elevation), Manchester M60 2LA

**Manchester City Council
Report for Information**

Report to: Economic Scrutiny Committee – 5 September 2018

Subject: Greater Manchester Good Employment Charter

Report of: Head of Strategy and Policy Development, GMCA

Summary

The Implementation Plan for the Greater Manchester Strategy included the development of a GM Good Employment Charter in order to help deliver the priorities of ‘good jobs with opportunities for people to progress and develop’ and ‘a thriving and productive economy in all parts of Greater Manchester’. Following a consultation earlier in the year, asking for views on what a Charter should include, a draft proposition is now being developed for further consultation.

Recommendations

The Committee is recommended to:

1. Note the progress on developing the Greater Manchester Good Employment Charter;
 2. Comment and provide feedback on the developing proposition, set out in this paper.
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Wards Affected: All

Alignment to the Our Manchester Strategy Outcomes (if applicable)

Manchester Strategy outcomes	Summary of how this report aligns to the OMS
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	The Charter is intended to support employers to become more productive and provide better services through best employment practice.
A highly skilled city: world class and home grown talent sustaining the city’s economic success	The Charter could include support for progression in the workplace, including by raising skills.
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	The Charter is intended to increase pay and opportunities through spreading high employment standards.

A liveable and low carbon city: a destination of choice to live, visit, work	
A connected city: world class infrastructure and connectivity to drive growth	

Contact Officers:

Name: Angela Harrington
 Position: Head of Work & Skills
 Telephone: 0161 234 1501
 E-mail: a.harrington@manchester.gov.uk

Name: John Wrathmell
 Position: Head of Strategy & Policy Development
 Telephone: 07432 662 040
 E-mail: john.wrathmell@greatermanchester-ca.gov.uk

Background documents (available for public inspection):

The following documents disclose important facts on which the report is based and have been relied upon in preparing the report. 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.

Introduction

- 1.1 The Implementation Plan for the Greater Manchester Strategy included the development of a GM Good Employment Charter in order to help deliver the priorities of 'good jobs with opportunities for people to progress and develop' and 'a thriving and productive economy in all parts of Greater Manchester'. The Charter is being developed as part of GM's Employer Engagement work and through a process of co-design – involving employers from all sectors, employees, districts and other experts.
- 1.2 In early 2018, a group of employers from all sectors, employees and districts were engaged to compile an evidence paper and consultation document. The evidence paper described the strengths and challenges inherent to GM's economy; set out the evidence on how productivity could be improved, and better services provided in the public and voluntary and community sectors, through secure and well-paid employment; and summarised existing charters and employment initiatives in GM and the UK.
- 1.3 The evidence paper was published in March 2018 alongside ten consultation questions which asked respondents for broad views on good employment, the structure of a charter and how it could work to deliver the ambitions of the Greater Manchester Strategy. Respondents included the Confederation of British Industry, Federation of Small Businesses, GM Chamber of Commerce, North West Business Leadership Team, Institute of Directors, TUC North West, Joseph Rowntree Foundation, GMCVO and others.
- 1.4 Responses to the consultation provided examples of responsible business and good employment practises already in operation across the city region and proposed for inclusion in the Charter. They also raised some key questions for the co-design process, for example how to ensure that the Charter is straightforward and attractive for employers to join, while delivering ambitious and stretching goals for the city region.

Emerging Proposition

- 1.5 An outline proposition is now taking shape, which will be developed into a draft Charter, to be published for further public consultation shortly.
- 1.6 It is proposed that the Charter has a tiered structure, enabling the Charter to:
 - Engage a wide range of businesses, public service providers and voluntary and community sector organisations, while
 - Encouraging them to meet higher employment standards by progressing up the tiers, learning from best practice, and thereby improve productivity and service quality.
- 1.7 This approach would also mean support could be provided for progression to higher standards and better outcomes, establishing the Charter as a journey for employers, rather than an assessment at a single point in time.

- 1.8 The first tier of the Charter would be for those employers who supported the aims of the Charter and GMS, but were not yet in a position to meet the requirements of accreditation. These supporters would be:
- (a) able to show how they are pursuing responsible business practices and contributing to the city region;
 - (b) sign-posted towards the wide range of existing assistance already available for organisations looking to raise productivity and improving services through better employment practices and
 - (c) linked together in a Supporters' Network in order to galvanise a movement behind the Charter.
- 1.9 The next tier of the Charter – membership – would require employers to become accredited. As well as employers demonstrating their contribution to the priorities set out in the Greater Manchester Strategy, accreditation itself would be based around a small number of clear standards drawn from the areas raised in the consultation (remuneration, flexible working, recruitment & progression; access to work; extending good management; productive & healthy work; employment terms & conditions; workplace voice).
- 1.10 There are many existing accreditations in these areas, both local and national. Rather than duplicate existing standards, the proposed approach is to combine other accreditations into the GM standard – which becomes an overarching framework for those standards. This would create a distinctive GM approach, where an employer would have to meet high standards across a range of areas, but with each of the standards measured through existing accreditations run by others.
- 1.11 As well as reducing duplication, this approach would also require fewer resources than setting up a whole new process which would then need to be monitored and enforced. However, resource would still be needed for activities such as promotion, branding, and overseeing the accreditation process.
- 1.12 A third tier, beyond membership, could be also created, offering more stretching targets for employers that would like to improve their practice further. These employers would be identified as advocates for the Charter and would help to shape its ongoing development.
- 1.13 Signing up to the Charter process would help employers navigate the wide range of support available to organisations, and share good practice with their peers. Other incentives to join the Charter process suggested by respondents to the consultation included the celebration of good practice (e.g. through an awards ceremony), mentoring, and embedding the Charter's standards in public procurement. The current review of the GM social value framework has provided an opportunity to consider a potential role for the Charter as a way of measuring social value. Financial incentives were also raised in the consultation, but the general view has been that such incentives would be difficult to target and mean employers signing up without being fully committed to the Charter and therefore undermining its impact.

- 1.14 Where local Charters already exist within GM's districts, reciprocal arrangements would be introduced. Where local initiatives take the form of business engagement in work and skills support and delivering local economic and social goals, the GM standard could be used to link employers to this provision.
- 1.15 Based on feedback from the consultation an Independent Panel could also be set up to oversee the running of the Charter and its development over time – as it keeps up with best practice. This would be made up of employers, employees and other experts, and draw on feedback from the evaluation of the Charter.

Next Steps

- 1.16 Engagement will continue with employers, employees, campaigners and others to develop and refine this proposition and prepare another public consultation document setting out the draft Charter to be published shortly.
- 1.17 Depending on the outcome of that consultation, a final Charter is expected to be produced by the end of the year.

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**Economy Scrutiny Committee
Work Programme – September 2018**

Wednesday 5 September 2018, 2.00pm (Report deadline Friday 24 August 2018 * DUE TO AUGUST BANK HOLIDAY)				
Theme – Work and Health				
Item	Purpose	Lead Executive Member	Strategic Director/ Lead Officer	Comments
Age Friendly Manchester	To look at the economic impact of the Age Friendly Strategy for the City and in particular the focus on upskilling & supporting Manchester residents who are over 50 to access and/or progress in work	Cllr N Murphy	Paul McGarry Angela Harrington	
Population health plan - work & health elements	To provide an overview of the population health plan for the city, as it pertains to work and health and an overview of how commissioned programmes support residents with long term health conditions access the labour market	Cllr Craig	David Regan	
Working Well and Work & Health programmes	To receive a further report on the performance of the Working Well programme which will include more information on:- <ul style="list-style-type: none"> ● work that was being done with employers ● The supply of work opportunities for service users 	Cllr N Murphy	Angela Harrington	See July 17 minutes Invite Mat Ainsworth, GMCA & Michelle Leeson, the Growth Company

	<ul style="list-style-type: none"> The views of service users as to how well the service performed Also an update on the delivery of the Work & Health programme			
Greater Manchester Mayor's Good Employer Charter	To consider and comment on the draft GM Mayor's Good Employment Charter	Cllr N Murphy Cllr Leese	John Wrathmell, GMCA	
Overview Report	Monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.		Mike Williamson	

**Wednesday 10 October 2018, 2.00pm
(Report deadline Monday 1 October 2018)**

Theme – Incorporating Inclusive Growth into Council Services/strategies

Item	Purpose	Lead Executive Member	Strategic Director/ Lead Officer	Comments
Industrial Strategy	To receive a report on the progress with developing an Industrial Strategy for Greater Manchester and Manchester.	Cllr Leese	Richard Elliott	Invite John Holden - GMCA
Gap analysis of the City's Bus network service	To seek the Committees views on gaps within the city's current bus network in order to provide and input to a broader gap analysis of the bus services across the City. This will include how residents utilise these services to travel across and out of the city for leisure and employment purposes.	Cllr Stogia (Exec Member for Environment)	Richard Elliott	
Overview Report	Monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.		Mike Williamson	

**Wednesday 7 November 2018, 2.00pm
(Report deadline Monday 29 October 2018)**

Theme – Housing and Strategic Regeneration

Item	Purpose	Lead Executive Member	Strategic Director/ Lead Officer	Comments
Housing Affordability	To consider the Executive report on the Council’s Housing Affordability strategy which will address how the Council intends to deliver its commitment to provide 500 additional social housing properties.	Cllr Richards (Exec Member for Housing and Regeneration)	Eddie Smith	
Residential Growth update and Action Plan	To consider the Executive report on the Council’s residential growth update and action plan.	Cllr Richards (Exec Member for Housing and Regeneration)	Eddie Smith	
Relationship between the Manchester housing markets and the growth of the economy	To receive a report on the impact of housing on the economy, with specific reference housing ownership, the housing rental market and pressures on house prices. The report will also address the impact of the housing offer /market on our ability to attract and retain the talent needed by the City's businesses	Cllr Richards (Exec Member for Housing and Regeneration)	Eddie Smith	
Overview Report	Monthly report includes the recommendations monitor, relevant key decisions, the Committee’s work programme and any items for information.		Mike Williamson	

**Wednesday 5 December 2018, 2.00pm
(Report deadline Monday 26 November 2018)**

Theme – The interlinkage of Greater Manchester and Manchester City Council Strategies

Item	Purpose	Lead Executive Member	Strategic Director/ Lead Officer	Comments
Consultation on the draft GMSF	To receive a report on the consultation by the Combined Authority on the revised GMSF	Cllr Leese	Richard Elliott	
The Manchester Local Plan	To receive a report in relation to the proposed consultation on the first draft of Manchester's Local Plan	Cllr Leese	Richard Elliott	
Transport 2040 Strategy - Delivery Plan	To receive a report on the progress of TfN's strategy and its potential impact on the City Centre and region	Cllr Leese	Richard Elliott	
City Centre Transport Plan	To receive an update on the Council's progress in developing a refreshed City Centre Transport Strategy.	Cllr Stogia (Exec Member for Environment)	Richard Elliott	
Overview Report	Monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.		Mike Williamson	

**Wednesday 9 January 2019, 2.00pm
(Report deadline Friday 28 December 2018) ** DUE TO CHRISTMAS BREAK**

Theme –

Item	Purpose	Lead Executive Member	Strategic Director/ Lead Officer	Comments
Family Poverty Strategy update	To receive an update on the implementation of the Family Poverty Strategy, including the role that anchor institutions can play and how we build the resilience of families living in poverty	Cllr S Murphy (Deputy Leader)	Angela Harrington	
The Impact of Welfare Reform and Universal Credit on the Manchester Economy	To receive a further update on the Government's welfare reform programmes, including the roll-out of Universal Credit across the City and the impact on Manchester's residents.	Cllr S Murphy (Deputy Leader)	Angela Harrington Job Centre Plus	
The Impact of Procurement Policies on Small and Medium Businesses	To receive an update on the impact of the Council's procurement policy on small and medium businesses in the City including consideration of any challenges and what more we can do in the future to enable SMEs in the City to compete for City Council contracts and commissioned services	Cllr Ollerhead (Exec Member for Finance and Human Resources)	Ian Brown	
The impact of low skills on residents ability to enter the labour market and sustain quality work	To consider the issue of low skills in the City, how many of the City's residents are low-skilled and where the concentrations are in neighbourhoods and in economic sectors, as well as the contribution	Cllr N Murphy (Deputy Leader)	Angela Harrington	Invite representatives from MAES and the LTE Group (Manchester College)

	that MAES and the Manchester College make to addressing the low-skills challenge			
Delivering the Our Manchester Strategy	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 Leader, Deputy Leader (in respect of skills) and the Executive Member for Housing and Regeneration.	Cllr Leese Cllr N Murphy (Deputy Leader) Cllr Richards (Exec Member for Housing and Regeneration)	Cllr Leese Cllr N Murphy Cllr Richards	Invite Leader, Deputy Leader and Cllr Richards to present
Overview Report	Monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.		Mike Williamson	

**Wednesday 6 February 2019, 2.00pm
(Report deadline Monday 28 January 2019)**

Theme – Economic impact of the Brexit Settlement on Manchester

Item	Purpose	Lead Executive Member	Strategic Director/ Lead Officer	Comments
The impact of the Brexit settlement on the City	The precise detail of this issue is to be determined when it is clearer as to the type of Brexit settlement likely to be agreed on by Government.	Cllr Leese	Eddie Smith	
Overview Report	Monthly report includes the recommendations monitor, relevant key decisions, the Committee’s work programme and any items for information.		Mike Williamson	

**Wednesday 6 March 2019, 2.00pm
(Report deadline Monday 25 February 2019)**

Theme – To be determined

Item	Purpose	Lead Executive Member	Strategic Director/ Lead Officer	Comments
Overview Report	Monthly report includes the recommendations monitor, relevant key decisions, the Committee's work programme and any items for information.		Mike Williamson	

Items to be Scheduled				
Theme – Strategic Regeneration				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
District Centres	To receive a report on the work of the District Centres Sub-Group and Institute of Place Management	Councillor Richards	Eddie Smith	Invite Professor Cathy Parker, Institute of Place Management.
Outcome of the consultation with stakeholders in relation to the proposed Housing Affordability Zones	To receive a report on the outcome of the consultation with stakeholders on the four proposed Housing Affordability Zones	Councillor Richards	Eddie Smith	See November 2017 minutes
Theme – Transport and Connectivity				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
Theme – Incorporating Inclusive Growth into Council Services/strategies				
Item	Purpose	Lead Executive Member	Lead Officer	Comments

Theme - Skills development for Manchester residents aged 16 and over.

Item	Purpose	Lead Executive Member	Lead Officer	Comments
Employment Contracts and Labour Market Flexibility	To receive a report on changes in employment contracts and labour market flexibility and the implications for workers in Manchester.		Angela Harrington	See February 2016 minutes
Hospitality and Tourism skills gap	To receive report on the issue around skills challenges within the hospitality and tourism sector	Councillor N Murphy	Angela Harrington	See November 2017 minutes
LTE Group (formerly Manchester College) Performance update	<p>To receive an update on the performance of Manchester College, including the College's SAR and the outcome of LTE Groups response to its 2017 Ofsted inspection.</p> <p>To also include details on the apprentices and the College's apprenticeship offer incorporating work that is taking place with young offenders and ex-offenders</p>		John Thornhill, LTE Group	See June 2018 minutes

Theme – Growing the Manchester Economy				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
Markets strategy and marketing the City's areas	To be captured in District Centres Sub Group	Councillor Leese / Councillor S Murphy	Eddie Smith	
City Centre Business Engagement		Councillor Leese	Eddie Smith	
The Growth Company's business support activity in Manchester	To receive an future update on the development of the prosperity fund for post 2021 and the work the Council is undertaking to deliver a local Industrial Strategy	Councillor Leese	Eddie Smith	See November 2017 minutes
Theme - Miscellaneous				
Item	Purpose	Lead Executive Member	Lead Officer	Comments
Affordable Housing for Vulnerable Demographics	The Committee requested a future update on affordable housing for vulnerable demographic groups at an appropriate time.	Councillor Richards	Martin Oldfield	See minutes December 2016
Development of a Manchester City Council energy Company	To receive a report on whether the Council was considering a scheme to develop its own energy company	Councillor Leese	Eddie Smith	See November 2017 minutes