

Personnel Committee

Minutes of the meeting held on 11 September 2019

Present: Councillor Ollerhead (Chair) – in the Chair

Councillors: Akbar, Bridges, Craig, Leech, N Murphy, S Murphy, Rahman, Richards, Sheikh and Stogia

Apologies: Councillor Leese

PE/19/21 Minutes

Decision

To confirm the minutes of the meeting held on 24 July 2019 as a correct record.

PE/19/22 Conditions of Employment and Grading of the Director of Population Health & Wellbeing

In July the Committee had examined and approved the key changes arising from the Phase 2 review of Manchester Health and Care Commissioning (MHCC) partnership including the change of deployment for 32 Manchester City Council employees from MHCC to Manchester Local Care Organisation (Minute PE/19/20). A report now submitted by the Chief Executive explained that it had not been possible, at that time, to also look at the changes needed to the Director of Population Health and Wellbeing post, which was now before the committee for consideration.

The report described the history of the post. The post had transferred into the Council from the NHS in April 2013. At that time it had been graded according to NHS terms and conditions, and paid at the NHS “Director of Public Health” grade. Since then the post had fallen behind increases in NHS pay scale changes.

In 2017 the post had been re-designated as Director of Population Health and Wellbeing. As the integration of HNS and Council services had proceeded further responsibilities had been added to the role, including the Manchester Health and Care Commissioning (MHCC) Nursing and Safeguarding services following the departure of the MHCC Nursing and Safeguarding Director.

The report explained that the post had vital collaborative role that combined the Council’s Public Health responsibilities and the NHS commissioning responsibilities. The post could therefore have been fully assimilated into the Council’s senior grading structure, or continue to operate under NHS terms and conditions and grades. It was proposed and agreed that the future of the role should be within the Council’s senior management, which therefore required it to be evaluated in accordance with the Council’s job evaluation scheme. That evaluation had led to the proposed grade of SS4.

The report then examined the implication of those changes on the existing post holder, and how the post holder should be assimilated into the SS4 grade. Those assimilation proposals were agreed.

At the meeting it was clarified that the report and the recommendations addressed two separate issues: the grade the Council should assign to the post from this time on within the management structure; and how the existing post holder should now be assimilated into that grade structure. The second of these only being pertinent at this meeting as post had not previously been included in the Council's senior management pay grade structures.

It was noted that Manchester Clinical Commissioning Group was going to make an additional annual payment to the post holder.

No Trade Union comments had been submitted for the item. The Committee agreed the proposals.

Decisions

1. To recommend to Council that the post of Director of Population Health & Wellbeing post is remunerated at Grade SS4 (£95,953 - £105,940) and assimilated to local government Chief Officer JNC terms and conditions of employment.
2. To recommend to Council that the post holder be assimilated at the maximum point of SS4 (£105,940) to reflect both the current market rate for Directors of Public Health and to provide for a greater level of parity with other Manchester Health & Care Commissioning Executive Directors.
3. To note that on the Manchester Health and Care Commissioning (MHCC) structure the title of the post holder is Executive Director Population Health, Nursing and Safeguarding MHCC to reflect the wider role within the MHCC partnership.
4. To recommend that the Council notes and approves the intention of Manchester Clinical Commissioning Group (MCCG) to separately and independently make a direct additional payment of £5000 to the individual in respect of specific additional responsibilities that will be undertaken by the post holder on behalf of MCCG within the Manchester Health & Care Commissioning partnership.