

Manchester City Council Report for Resolution

Report to: Personnel Committee – 16 February 2022

Subject: Creation of a new post – Director of Neighbourhood Delivery and the redesignation of the existing post of Director of Policy, Performance and Reform to Assistant Chief Executive

Report of: Director of Human Resources and Organisation Development

Summary

The current Neighbourhoods Directorate plays a key role in supporting the delivery of the Our Manchester Strategy. This includes the creation of sustainable, safe, resilient, and cohesive neighbourhoods, with good quality green spaces, and accessible culture and sporting facilities. The recent addition of Housing and Homelessness has made the directorate the largest within the organisation with over 1800 staff and with the broadest span of activity. It is therefore proposed the number of direct reports into the Strategic Director Neighbourhoods is reviewed and streamlined by creating a new post Director of Neighbourhoods Delivery at senior salary grade SS4. This would bring Neighbourhood teams, Libraries, Galleries and Culture, and Parks, Leisure, Youth and Events, together with Compliance and Community Safety into a single division and would reduce current direct.

It is also proposed that the existing post of Director of Policy, Performance and Reform is redesignated to Assistant Chief Executive on existing senior salary grade (SS4) to reflect the support, policy work and insight this function provides to the Chief Executive and based on the observations of the recent peer review, which in summary asked the Council to consider the strengthening the policy and performance capability directly available to the Chief Executive and Senior Management Team

Recommendations:

The Committee is requested to

1. Recommend to Council the creation of new post, Director of Neighbourhood Delivery at senior salary grade SS4 Grade (£98,592 to £108,853).
 2. Note the redesignation of the existing post Director of Policy, Performance and Reform to Assistant Chief Executive on existing senior salary grade SS4 Grade (£98,592 to £108,853) and the change in line management arrangements for this post.
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Wards affected: All

Financial implications – Revenue

The additional costs of the new post in Neighbourhoods is £129,218 - £142,793 including employer on costs. It is proposed that the post is funded from within existing directorate budgets.

Financial Costs – Capital

There are no capital consequences arising from this report.

Environmental Impact Assessment - the impact of the issues addressed in this report on achieving the zero-carbon target for the city

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	
A highly skilled city: world class and home grown talent sustaining the city’s economic success	
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	
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: Deb Clarke
 Position: Director of Human Resources and Organisational Development
 Telephone: 0161 234 3006
 E-mail: deb.clarke@manchester.gov.uk

Name: Shawna Gleeson
 Position: Deputy Director of Human Resources and Organisational Development
 Telephone: 0151 245 7517
 Email: Shawna.gleeson@manchester.gov.uk

Background reports and policies (available for public inspection) - None

1. Background

- 1.1 The Neighbourhood's directorate has long had an extremely broad and varied set of services and is the biggest of all the directorates in the organisation. Over the last 12 months there have been significant changes within the directorate; including the transfer in of Northwards Housing bringing the management of 13,000 council owned social homes in North Manchester back under the direct management of the Council and with it a workforce of over 300 staff.
- 1.2 At the time of the transfer it was decided to align the housing operations services with our homelessness teams within the Neighbourhoods Directorate to provide a more joined up offer to individuals and families who find themselves homeless to secure new permanent homes and better outcomes.
- 1.3 The current Strategic Director for Neighbourhoods has declared her intention to flexibly retire in early 2022. Whilst she will remain with the organisation on a part time basis until September 2022 and we of course would like to take this opportunity to thank her for her hard work and commitment to the City over her remarkable 33 year career with Manchester.
- 1.4 The impending departure of the current Strategic Director provides an opportunity to review the remit of the directorate, ensure services are appropriately aligned and spans of control and breadth of responsibility are manageable.
- 1.5 Recruitment to the post of Strategic Director for Neighbourhoods is underway and an external and national search for diverse and talented candidates is being commissioned.

2.0 Proposals

- 2.1 In determining what is needed for the future, consideration has been given to the following principles;
 - Rebalancing spans of control within the Neighbourhoods Directorate and ensuring services are appropriately aligned
 - Using the structure as far as possible to support the Our Manchester behaviours
 - Creating clear pathways for talent development
 - Responding to the preliminary findings of the recent Peer Review
- 2.2 **Review of Senior Leadership arrangements in the Neighbourhood Directorate**
- 2.3 The current Neighbourhoods Directorate plays a key role in supporting the delivery of the Our Manchester Strategy. This includes the creation of sustainable, safe, resilient, and cohesive neighbourhoods, with good quality green spaces, and accessible culture and sporting facilities. The recent addition of Housing and Homelessness has made the directorate the largest

within the organisation with over 1800 staff and with the broadest span of activity.

- 2.4 It is therefore proposed the number of direct reports into the Strategic Director Neighbourhoods is reviewed and streamlined by creating a new post Director of Neighbourhoods Delivery at senior salary grade SS4 (£98,592 to £108,853).
- 2.5 This would bring Neighbourhood teams, Libraries, Galleries and Culture, and Parks, Leisure, Youth and Events, together with Compliance and Community Safety into a single division, and would reduce current direct reports from 7 to 4 for the Strategic Director.
- 2.6 As this post will be graded on a range which takes it above £100k it must be approved by full Council.

3.0 Redesignation of Director of Policy, Performance and Reform post:

- 3.1 Committee is asked to note the redesignation of the existing post of Director of Policy, Performance and Reform to Assistant Chief Executive on existing senior salary grade (£98,592 to £108,853). Line management of this post will move to the Chief Executive to reflect the support, policy work and insight this function provides to the Chief Executive and is based on the observations of the recent peer review, which in summary asked the Council to consider the strengthening the policy and performance capability directly available to the Chief Executive and Senior Management Team.

4. Conclusion

- 4.1 Personnel Committee are requested to:-
 - Recommend the creation of the post of Director for Neighbourhood Delivery to full Council at senior salary grade SS4 (£98,592 to £108,853).
 - Note the redesignation of the existing post of Director of Policy, Performance and Reform to Assistant Chief Executive on existing senior salary grade SS4 (£98,592 to £108,853) with line management of this post moving to the Chief Executive

Appendix 1 – Neighbourhoods Directorate Proposed Structure

