

Personnel Committee

Minutes of the meeting held on Wednesday, 31 May 2023

Present: Councillor Akbar (Chair) – in the Chair

Councillors: Bridges, Hacking, Igbon, Midgley, Leech, Moran, Rahman, Rawlins, T Robinson and White

Apologies: Councillor Craig

PE/23/4 Minutes

Decision

The Committee approve the minutes of the meeting held on 22 March 2023

PE/23/5 Market Rate Supplements

The Committee considered a report of the Director of HR, OD and Transformation, which provided a summary of Market Rate Supplements (MRS) currently in place in the Council.

A MRS was a time limited additional payment to the basic salary of a role that had been subject to job evaluation and were determined by the relevant Strategic Director in conjunction with the Director of HR OD and Transformation and needed to be justified with reference to clear supporting evidence.

As of 1 March 2023, there were a total 217 of MRS attached to 38 different roles in the Council. No analysis by gender, ethnicity or any other protected characteristic had been undertaken because the MRS related to posts rather than individual postholders.

The report set out the rationale for the use of MRS across each Council directorate.

Decision

The Committee note the report.

PE/23/6 Creation of a new post - Director of Communities

The Committee considered a report of the Director of HR, OD and Transformation, which set out a proposal for the creation of a new Director of Communities post within the Neighbourhoods Directorate.

The Neighbourhood's directorate had an extremely broad and varied set of services. Over the last two years there had 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 aligning it under the Director of Housing Operations within the Council's Homelessness Service.

Following the appointment of the new Strategic Director for Neighbourhoods, a review had been undertaken to determine the optimum reporting arrangements for the services within the Directorate, working within existing resourcing levels. The review, coupled with the departure of the Director of Commercial and Operations, had provided an opportunity to consider the approach and reporting arrangements to ensure that all accountabilities were apportioned more appropriately. In addition, a stronger emphasis on communities, bringing services together, communication and engagement with residents was required and as a result a realignment of resources was required to support this ambition.

It was subsequently proposed that a new Director of Communities post at SS4 Grade (£101,996 to £112,411) should be created to sit alongside the Director of Highways, Director of Housing Operations and the Director of Commercial and Operations. In connection to this it was also proposed to disestablish the post of Director of Commercial and Operations (SS4 Grade) SS4 in order to fund the new post.

Decisions

The Committee:-

- (1) Recommend to Council the creation of new post, Director of Communities grade SS4 Grade (£101,996 to £112,411).
- (2) Note the disestablishment of Director of Commercial and Operations Grade SS4.
- (3) Note the re-alignment of services to each Director position.