

**Manchester City Council
Report for Resolution**

Report to: Personnel Committee - 13 March 2019
Subject: Director of ICT
Report of: Deputy Chief Executive and City Treasurer

Purpose of Report

To note the resignation of the current Director of ICT.

Recommendations

The Committee is requested to:

1. note the resignation of the Director of ICT with effect from 8 February 2019;
 2. recognise Bob Brown for his leadership and transformation of the ICT service since joining MCC in 2015; and
 3. recommend to Council that the post of Director of ICT be recruited to at Grade SS4 (£94,072 - £103,863) increasing to £95,953 - £105,940 from 1 April 2019 with an additional market rate supplement of up to £30,000, subject to the stipulated review processes after 18 months.
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Wards affected:

All

Financial implications for the revenue and capital budgets:

There are no new financial consequences arising from the proposals within this report as the current revenue budget reflects the proposed arrangements.

Contact Officers:

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Background documents (available for public inspection):

Personnel Committee report of 7 February 2018 - Senior Leadership Arrangements

1. Introduction

- 1.1 This report notes the resignation of the current Director of ICT and recognises the contribution that he has made to the City Council.

2. Background

- 2.1 The Director of ICT is responsible for the ICT Strategy to support the delivery of the Council's strategic objectives. The role is responsible and accountable for:
- Leading and managing the ICT service including the management of resources, planning for future needs and the development of policy and practice in this area.
 - Deliver ICT Capital Plan and wider initiatives in line with the ICT Investment Plan to time, cost and quality.
 - Ensure there is a fit for purpose and effective ICT operating and structure aligned to new corporate structure
 - Further develop strong and lasting relationships/networks across MCC, GM and wider where appropriate.
 - Support the MCC Industrial and Digital strategies.
 - Continue to lead and shape the ICT Strategy for Manchester Health.
 - Leading the development of the Information Strategy.
 - Supporting the implementation of reform and integrated working.
 - Acting as a critical interface between the Directorates and ICT and providing strong leadership skills to delivery service transformation and improvement.
 - Understanding how ICT strategy can support transformation, strategic planning and horizon scanning; for example contributing proactive ideas on how to support the integration of health and social care.
 - Maximising organisational benefits from the use of technology and data.
 - Maximising the performance and effectiveness of our partners and suppliers
 - Maintaining a high performing team and culture.
 - Providing critical support to risk management, business continuity and data security actively working alongside the City Solicitor and Head of Internal Audit and Risk Management.
- 2.2 The post of Director of ICT was established in September 2018. The post was evaluated at grade SS4 through the senior job evaluation process (£94,072 - £103,863) which is due to increase in April 2019 to £95,953 - £105,940, in line with the annual pay award for JNC for Chief Officers.
- 2.3 A benchmarking exercise has been undertaken across other Local Authorities including Core Cities however, very few roles were comparable as most organisations did not have a Director of ICT, instead the post of Head of ICT. The closest comparator was Leeds City Council who pay £94,674 - £104,141 for the Head of ICT. It should be acknowledged that due to the level of complexity in Manchester which includes the integration of Health and Social Care and the intricacy involved in supporting the improvements in Children and Families requires strong, consistent and experienced leadership at a more

strategic level requiring an individual with both the relevant technical expertise and experience and leadership qualities.

- 2.4 It is acknowledged that the market value for ICT posts continues to be above normal Council pay rates and therefore a pay supplement is likely to be required in order to appoint a candidate of the calibre required. Advice previously was sought from partners within the Council's Executive Recruitment Framework which indicates that a market rate supplement of up to £30,000 may be required, subject to normal policy review arrangements. Personnel committee is asked to formally recommend the revised remuneration arrangements for this post to Council.

3.0 Proposal

- 3.1 Since the appointment of the Chief Information Officer in September 2015, a two year fixed term post which ended in September 2018 and the newly established Director of ICT post, Bob has made significant progress in the stabilisation of the infrastructure, transforming technology and the workforce and delivering the Capital Programme. The Committee is requested to recommend to Council that the post of Director of ICT be recruited to at Grade SS4 (£94,072 - £103,863 increasing to £95,953 - £105,940 from 1 April 2019) with an additional market rate supplement of up to £30,000, subject to the stipulated review processes after 18 months.
- 3.2 The proposals within this report will ensure that a new Director of ICT will be secured with the appropriate experience, knowledge and understanding of the Council's ICT functions to ensure continuity, stability whilst maintaining a focus on service improvements.
- 3.3 It is proposed that the process of recruitment is commenced on the information submitted to Personnel Committee with a subsequent recommendation to Full Council as this post falls within the provision of the Pay Policy. In line with policy, Market Rates Supplement payments are reviewed every 18 months, which includes consideration of the impact of the payment on recruitment/retention issues.
- 3.4 To ensure that we have enough time to make the right appointment we propose to procure an interim solution whilst the permanent recruitment progresses.

4. Comments from Trade Unions

- 4.1 To follow

5. Comments from the Director of HROD

- 5.1 I have been consulted upon the proposals and concur with the recommendations within the report.

6.0 Conclusion

6.1 The current Director of ICT is thanked for his contribution to the City Council over the last three years. The proposals set out in the report outline the proposed recruitment process which aims to provide continuity and stability whilst maintaining a focus on service improvements.