

Personnel Committee

Minutes of the meeting held on 19 November, 2008

Present: Councillor Priest - In the Chair.
Councillors Amesbury, Andrews, Ashley, J Battle, Cowell, Curley,
Fairweather, Grant, S. Newman, Shannon and Wheale.

Also present: Councillor Stevens

PER/08/11 Minutes

Decision

To approve as a correct record the Minutes of the meeting held on 3 November 2008.

PER/08/12 Manchester Minimum Wage

A report was submitted proposing the establishment of a 'Manchester Minimum Wage' which following extensive discussions with the trade unions is proposed at a rate of £6.74 per hour. The Manchester Minimum Wage would also form part of a proposed package of overarching local terms and conditions of service to support the attraction and retention of motivated staff together with the development of new and different approaches to improved service delivery.

Members welcomed the work undertaken by all concerned in establishing the Manchester Minimum Wage.

Decision

1. To approve the establishment of a Manchester Minimum Wage for all City Council employees – equivalent to SCP6 (£12,299 per annum FTE).
2. To note that the City Council will hold discussions with other public sector partner organisations to encourage adoption of the Manchester Minimum Wage.
3. To note that a review would be undertaken in 12 months time.

**PER/08/13 Review of Senior Management Structure in
Engineering Services and Technical Services
(Highway Services) – Regeneration Division – Chief
Executives Department**

A report was submitted providing the Committee with an overview of the proposed changes to the operating model for the Highways service to more closely align the service with the strategic needs of the City Council and the customer needs. The report sought approval to restructure the top tier management within the service as the first step towards transforming the current service, and detailed proposed changes to the Greater Manchester Transportation and Urban Traffic Control Units to align the services with the strategic direction of the Greater Manchester Integrated Transport Strategy.

Decision

1. To note and endorse the overall approach to re-organising the Highways Service.
2. To approve the disestablishment of the eight existing posts in the Service Management Team below the Head of Engineering Services.
 - Technical Services Manager :– PO6+15%
 - Traffic Engineering Manager :– PO6+10%
 - Business Development Manager :– PO6
 - Landscape Practice Manager :– PO6
 - Highways and Development Manager :– PO6+ 10%
 - Roads and Bridges Manager :– PO6+10%
 - Head of GMTU :– PO6+4 increments
 - GMUTC Chief Engineer :– PO6+ 4 increments
3. To approve the establishment of four posts to form the Management Team of the Highways service:
 - Highway Strategy, Policy & Performance Manager - circa £50-55k
 - Highway Network Manager - circa £50-55k
 - Highway Major Projects Manager - circa £50-55k
 - Highway Maintenance & Improvement Manager – circa £50-55k
4. To approve the establishment of a post of Greater Manchester Strategic Transport Manager one post to manage GMTU and GMUTC at a salary circa £50k - £55K
5. To delegate authority to the Deputy Chief Executive (Regeneration), in conjunction with the Head of Engineering Services and the Head of Corporate Personnel, to finalise Job Descriptions and then subsequently appoint to the new posts detailed in (3) above.
6. To delegate authority to the Deputy Chief Executive (Regeneration) and the Executive Member for the Environment in conjunction with the Head of Personnel

to progress the remainder of the Highways Service Improvement Project and implement revised organisational arrangements in line with established City Council policies and practice.

7. To approve the redesignation of the Head of Engineering Services to the Head of Highway Services as this better reflects the portfolio of work and is more meaningful internally and externally.