

MANCHESTER CITY COUNCIL
REPORT FOR RESOLUTION

REPORT TO: PERSONNEL COMMITTEE

REPORT OF: CITY TREASURER AND HEAD OF CORPORATE PERSONNEL

DATE: 13 DECEMBER 2007

SUBJECT: HEAD OF PERSONNEL, CHILDREN'S SERVICES DIRECTORATE

PURPOSE OF THE REPORT

To propose regrading the post of Head of Personnel for Children's Services in recognition of the substantial increase in duties and responsibilities for the overall delivery of HR strategy and professional personnel support to the Children's Services Directorate.

RECOMMENDATIONS

The Committee is recommended to:

1. Approve the regrading of the post of Head of Personnel, Children's Services from Grade 10+10% (£41,283 - £44,100) to £50,000
2. Agree that the Head of Corporate Personnel will develop an amended job description and advertise the post through appropriate external media.

FINANCIAL CONSEQUENCES FOR THE REVENUE BUDGET

The cost of regrading this post is circa £7,000, inclusive of salary relate on-costs. This cost can be met from within existing budgets.

CONTACT OFFICERS

Richard Paver, City Treasurer
Tel: 0161 234
(e-mail: r.paver@manchester.gov.uk)

Jon Redfern, Head of Personnel
Tel: 0161 234 1800
(e-mail: j.redfern@manchester.gov.uk)

WARDS AFFECTED

All

IMPLICATIONS FOR KEY COUNCIL POLICIES

ANTI-POVERTY EQUAL OPPORTUNITIES ENVIRONMENT EMPLOYMENT

No

No

No

No

BACKGROUND PAPERS

None

1. INTRODUCTION

- 1.1 In November 2002, Personnel Committee agreed to establish new posts of Head of Personnel for the former Social Services and Education Departments respectively. The post in Social Services was approved as PO6 + 10%, with the post in Education graded PO6 + 20%. The post in Education was subsequently disestablished in 2004 when the postholder resigned to take up a post with West Yorkshire Police. At that time responsibility for professional personnel across the Education Department, with the exception of Management Support to Schools, was transferred to the line management of the Head of Corporate Personnel.
- 1.2 Subsequently the Children's Services Directorate was formed in 2005 which has integrated the overall management of Children and Young People, Children and Families and Education Services.
- 1.3 This restructure has created major personnel challenges, particularly in relation to the rapid pace of organisational change and supporting the development of robust and effective senior management arrangements across the Children's Services Directorate.
- 1.4 The post of Head of Personnel, Children's Services has been vacant since September 2007 when the previous postholder took up appointment to a similar post with the Standards Board. The response to the consequential recruitment episode was very disappointing and failed to attract candidates of the right calibre and experience. This suggests that the current salary of Grade 10 + 10% (£41,283 - £44,100) paid to this post is now insufficiently attractive in the recruitment market in relation to the challenges and expectations of the post.

2. BACKGROUND

- 2.1 In order to strengthen professional personnel support to the Children's Services' Directorate and enable greater integration with the City Council's wider people management priorities the Head of Corporate Personnel assumed line management responsibility of a single post of Head of Personnel for the integrated Children's Services Directorate in 2006.
- 2.2 Notwithstanding the change in line management responsibility the post has remained located in the Children's Services Directorate and provides high level strategic personnel advice to the Director and other senior managers within the Directorate. The post also continues to line manage the Directorate's professional personnel resources. It is intended that these arrangements will continue but that detailed reporting relationships will be reviewed as part of the current Personnel Service Improvement Project.

- 2.3 Similarly this review will give consideration to how this post relates to and interacts with the Management Support to Schools service which provides personnel advice and support to schools through a service level agreement and also undertakes a monitoring role in ensuring that schools meet all of their statutory employment obligations. The Management Support to Schools Team is currently line managed by the Chief Operating Officer post in the Children's Services Directorate.

3. CURRENT PERSONNEL MANAGEMENT ISSUES FOR CHILDREN'S SERVICES DIRECTORATE

- 3.1 Driving forward the agenda for Children's Services remains one of the City Council's main priorities and is critical to ensuring that the Every Child Matters principles can be embedded to achieve improved outcomes for every child in the city.
- 3.2 In order to support the successful delivery of this agenda it is essential the Directorate has effective workforce planning and related personnel strategies in place to support priorities, including mechanisms to underpin cross organisation working with partner organisations. Additionally much still remains to be done to progress internal reorganisation as the Directorate continues to evolve.
- 3.3 The Directorate's senior management team is now in place and establishing itself, whilst revised management arrangements at second and third tier level are being developed and are in the process of being bedded in. However considerable change is still required to develop organisational arrangements beneath this level to support district working and improved outcomes for children, especially in respect of Corporate Parenting and ensuring that safeguarding responsibilities are properly discharged.
- 3.4 Similarly new organisational arrangements are being developed within the Education service to support the implementation of changed working arrangements developed as part of the service's improvement project.
- 3.5 This will be a complex change programme for employees and the service to implement and it is imperative that there are pragmatic and flexible personnel solutions and support in place to allow for a smooth transition that leads to improved services.

4. PROPOSAL TO REGRADE THE POST OF HEAD OF PERSONNEL, CHILDREN'S SERVICES

- 4.1 The salary arrangements and responsibilities of the post of Head of Personnel were not reviewed at the time the integrated Children's Services Directorate was approved. Therefore given the size and scope of the Children's Services' agenda, coupled with the recent failed

recruitment episode, it is now timely to review salary arrangements for this post.

- 4.2 Research demonstrates that other comparable authorities pay in excess of £50,000 for the equivalent post of Head of Personnel, Children's Services.
- 4.3 It is therefore proposed that the post of Head of Personnel Children's Services be regraded to £50,000 with delegated authority granted to the Head of Corporate Personnel, in consultation with the City Treasurer and the Executive Member for Finance and Human Resources to approve a higher commencing salary should this be necessary to secure an exceptional candidate.
- 4.4 The proposed improved salary package is more likely to attract candidates of a high calibre who possess the drive, determination and attitude to deliver this complex agenda. The salary is in line with other similar level management posts across the organisation.