

**MANCHESTER CITY COUNCIL  
REPORT FOR RESOLUTION**

**COMMITTEE:** PERSONNEL  
**DATE:** 10 JULY 2008  
**REPORT OF:** DIRECTOR OF MANCHESTER CITY GALLERIES  
**SUBJECT:** REGRADING OF NORTH WEST HUB MANAGER

**PURPOSE OF THE REPORT:**

To set out proposals to regrade the post of North West Hub Manager within the City Galleries Department. This post is responsible for the regional delivery of the national museums transformation programme, Renaissance in the Regions.

**RECOMMENDATIONS:**

The Committee is recommended to:

1. Agree that the salary for the current post of North West Hub Manager is regraded from Grade 10 (£38,404 - £40,101) to Grade 10+10% (£41,283 - £44,100).
2. Grant delegated authority to the Director of Manchester City Galleries, in consultation with the Head of Corporate Personnel, to amend the job description for this post to reflect additional and revised responsibilities.

**FINANCIAL IMPLICATIONS FOR THE REVENUE AND CAPITAL BUDGETS**

The proposals will result in a maximum additional cost of approximately £5000 per annum, inclusive of salary related on-costs. This can be met from the Renaissance in the Regions on-going funding programme.

**CONTACT OFFICERS**

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**WARDS AFFECTED:** All

**IMPLICATIONS FOR:**

<b>Anti Poverty</b>	<b>Equal Opportunities</b>	<b>Environment</b>	<b>Employment</b>
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No

No

No

No

## **1. INTRODUCTION**

- 1.1 Renaissance in the Regions is a national funding programme designed to support the modernisation of regional museums. It is managed by the Museums, Libraries and Archives Council. Each of the nine English regions has a development programme of this kind, and in the North West it is led by Manchester City Council through Manchester City Galleries.

## **2. BACKGROUND**

- 2.1 The post of North West Museums' Hub Manager was established to work alongside the Director of Manchester City Galleries to deliver the programme across the North West of England. In 2007/08 this long term project comprised an annual spend of £3.9 million, requiring regional work at a senior level with local authorities from Carlisle to Chester in order to deliver targets required by the Department for Culture, Media and Sport and the Museums, Libraries and Archives Council. The post is funded from the Renaissance in the Regions funding allocation, and is accountable to the Regional Renaissance Board, which oversees the programme delivery. Membership of the Board is drawn from senior figures in the North West cultural sector.
- 2.2 During the restructure of Manchester City Galleries in April 2006 the grade of the post was evaluated to Grade 10 in recognition of the broader range of work undertaken as the Renaissance programme developed. This has grown from a purely educational focus to include region-wide audience development, market research, collections and curatorial work, strategic development of city-wide consortia in Preston, Carlisle, and Manchester, a national role in research and evaluation, and organisational development. This is delivered through specific venue development and capacity building, thematic projects, and training. The grading of the post recognised the increased number and range of staff and consultants that the postholder was directly responsible for as the funding for Renaissance in the Regions had increased from £914,000 in 2004/05 to £4.2 million in 2008/09.
- 2.3 In February of 2008, following two years of negotiations, additional funding linked to the Renaissance in the Regions programme was secured from the Northwest Regional Development Agency (NWRDA). This additional funding of £3 million over four years for an ambitious programme of strategic tourism development will be spent across the region but managed directly by the Hub Manager. There are three overarching themes of the programme: Industrial Powerhouse, Roman Heritage and Original Modern, delivering both capital and revenue projects, with the aim of increasing attendance at key museums and galleries from both residents within the region and tourists from elsewhere in the UK and beyond.

### **3. ADDITIONAL RESPONSIBILITIES**

- 3.1 The additional funding of £3 million over four years will result insignificant additional responsibilities for this post. The postholder will be required to develop and deliver a complex project management regime. This will take the form of establishing and servicing three Programme Boards and be accountable to an overarching Project Steering Group, comprising senior representatives from Culture, Tourism, and Central and Local Government, drawn from the Region and the NWRDA. In addition they will be responsible for the management and performance of a small number of additional staff and consultants appointed to take forward this work.
- 3.2 The postholder will also be responsible for overseeing the scoping and delivery of the projects supported by the funding. This will be achieved by working closely with senior staff at six museums and galleries across the North West region. In addition, they will required to forge new relationships at a regional and sub regional level to ensure the creation of the necessary linkages between the tourism and cultural bodies.
- 3.3 All funds will be channelled through the City Council, and the postholder will be required to develop, in consultation with the City's Legal and Finance Departments, the necessary contractual arrangements and establish quarterly reporting regimes which meet the NWRDA's monitoring requirements and the improvement targets.
- 3.4 The NWRDA funding complements and accelerates the delivery of the Renaissance in the Regions programme. An ambitious and ground-breaking project, the post holder will be required to support key regional institutions in creating new programmes and product, and making and sustaining new strategic relationships with sub regional tourism bodies in order to drive a joined-up approach to the cultural visitor economy across the North West.

### **4. PROPOSALS**

- 4.1 Given this considerable additional responsibility, the grading of the Hub Manager's post merits review. It is proposed that this post is regraded to Grade 10+10% (£41,283 - £44,100) to reflect the new responsibilities and work required as a consequence of securing the funding for a strategic programme, the first of its kind in the country, linking cultural institutions with tourism development. The costs of the regrade can be found from the Renaissance in the Regions funding.
- 4.2 It is also timely to review and update the job description to reflect these new requirements and additional responsibilities. The proposed salary is comparable against other posts in the market and will also make it

equivalent to the rate paid to other DMT members reporting directly to the Director of Manchester City Galleries.

**5. COMMENTS OF THE HEAD OF CORPORATE PERSONNEL**

- 5.1 I have discussed this report and recommendations with the Director of Manchester City Galleries and confirm that I agree with the proposals herein.
- 5.2 The enhanced funding for which the North West Hub Manager has absorbed responsibility will mean a wide range of new initiatives and priorities is placed on the postholder resulting in greater responsibility and accountability. Given the increased responsibility and breadth of duties this additional funding will bring, it is appropriate to regrade the salary of this post to Grade 10+10% to be comparable to other similar posts across the organisation.
- 5.3 I will also work with the Director of Manchester City Galleries to develop a revised job description for this post in order to reflect revised duties and responsibilities.

**6. IMPLICATIONS FOR KEY COUNCIL POLICIES**

None