MANCHESTER CITY COUNCIL
REPORT FOR RESOLUTION

REPORT TO: **PERSONNEL COMMITTEE**

REPORT OF: **DEPUTY CHIEF EXECUTIVE (REGENERATION)**

DATE: **13 NOVEMBER 2007**

SUBJECT: **SENIOR MANAGEMENT ARRANGEMENTS: REGENERATION DIVISION, CHIEF EXECUTIVE'S DEPARTMENT**

PURPOSE OF REPORT

To set out proposals to increase capacity in the Regeneration Division of the Chief Executive's Department through the creation of two posts of Development Manager (City Centre). The report also proposes an additional Regeneration Co-ordinator post to be assigned to the South Manchester Regeneration Team.

RECOMMENDATIONS

It is recommended that the Committee -

1. Approve the establishment of two Development Managers in the salary range £45000 - £50000 and a Development Co-ordinator at Grade 10 (£37476 - £39132) to support the Chief Executive on city centre regeneration initiatives.

2. Approve the establishment of an additional post of Regeneration Co-ordinator in Regeneration South at Grade 10+10% (£40287 - £43035).

3. Grant delegated authority to the Deputy Chief Executive (Regeneration) in consultation with the Chief Executive and Head of Corporate Personnel to develop job descriptions as appropriate and make the necessary arrangements to recruit to these posts in line with established City Council policy.

FINANCIAL CONSEQUENCES FOR THE CAPITAL AND REVENUE BUDGETS:

The proposals set out in this report will result in an increase in staffing costs of approximately £360,000 per annum inclusive of support staff and salary related on-costs. A separate report will be submitted to the Executive setting out proposed arrangements for funding of these posts.

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BACKGROUND DOCUMENTS:

None

WARDS AFFECTED:

IMPLICATIONS FOR KEY COUNCIL POLICIES:

Anti-poverty	Equal Opportunities	Environment	Employment
Yes	Yes	Yes	Yes

1. BACKGROUND

1.1 The Chief Executive's Regeneration Division plays a key role in the delivery of the Community Strategy. The recent urban renaissance of Manchester has created the firm foundations on which to positively address the long term consequences of the economic and population decline in the city. Enabling residents to benefit from the wealth that is now being created in the city, along with creating the conditions that will enable residents to exercise a logical and aspirational choice to live in Manchester's neighbourhoods, lies at the heart of the city's regeneration agenda.

1.2 Over the last five years Manchester has been at the forefront of developing holistic strategic regeneration frameworks across the city on an area basis. This not only ensures the crucial linkages between economic, social and physical change, but also provides clarity and certainty to public sector agencies, private sector investors and to local communities. Co-ordinating and integrating the delivery of key public services through strong partnership work centred around strategic regeneration frameworks and processes is central to successful regeneration of the city's neighbourhoods and places.

1.3 The proposals in this report are intended to strengthen management capacity in the Regeneration Division of Chief Executive's Department to drive forward this agenda. The Deputy Chief Executive believes there are a number of key areas where the City Council needs to grow capacity and realign resources in order to take full advantage of the significant opportunities for regeneration.

2. CURRENT REGENERATION MANAGEMENT CAPACITY

2.1 The Head of Regeneration post is currently vacant following the appointment of the previous postholder as Deputy Chief Executive, New East Manchester. This post has been covered by an acting up arrangement since the beginning of this year and interviews to effect a permanent appointment are scheduled to take place in the near future.

2.2 Currently the structure below the Head of Regeneration is split into area based regeneration teams (North and South). A Regeneration Manager for each area heads up multidisciplinary teams who are responsible for delivering a range of Regeneration Programmes. The Regeneration Managers are each supported by three Regeneration Co-ordinators, graded at Grade 10+10%. There are currently no dedicated posts to resource city centre regeneration.

3. CITY CENTRE

3.1 The city centre is the key to Manchester's asset and future prosperity. Its renaissance has been recognised as the leading exemplar of urban regeneration in the United Kingdom and it continues to generate new opportunities for growth in terms of commercial, residential and retail offers. A significant number of major challenges and opportunities need to be addressed if we are to maintain, and increase, our momentum and ensure that the city centre retains its advantage in an increasingly competitive environment.

3.2 We are currently presenting a large number of key significant projects that will continue to drive growth in both commercial and residential capacity. Opportunities in areas including the Southern Gateway, Piccadilly Corridor, Quay Street, St. Peter's Square, the Northern Quarter and Strangeways are being addressed and will make a further, vital contribution to the capacity of the city centre to attract and retain significant growth in employment. We can confidently anticipate over £1 billion in new investment over the next five years.

3.3 There is a need to consider the current capacity for delivery in respect of the regeneration agenda particularly at the conurbation core. There is at present a gap in what is otherwise quite a coherent framework for the management and delivery of regeneration programmes and projects in the city centre. Dedicated officer support for major city centre projects is currently drawn from existing staff within the Policy Unit and Planning Division. This has stood the city in good stead to date but there is now an urgent need to strengthen and formalise this project delivery capability.

3.4 We will need to drive the city centre regeneration agenda and ensure that the massive levels of investment outlined above are embedded within a clear framework including plans for transport. Managing this growth and creating appropriate partnerships with developers and occupiers, alongside the need to maintain momentum in other areas, will place significant demands on the Chief Executive and there is a need to intensify the focus of those staff key to supporting the delivery of this agenda.

3.5 It is therefore proposed to establish a dedicated City Centre Strategic Board, chaired by the Chief Executive to ensure the integration of activity by all parts of the Council in delivering the key outcomes identified in the City Centre Strategic Plan. The Board will have oversight of all key projects and programmes and will ensure that the growth of the city centre economy is supporting the delivery of the priorities of the Community Strategy.

3.6 In order to support the delivery of these objectives it is proposed to create three new posts:

(i) Two Development Managers will be responsible for the co-ordination of key projects and programmes. They will take the lead in developing new initiatives and support the Chief Executive in managing master planning, procurement and delivery of identified strategic projects. A salary band of £45000 - £50000 is proposed for these posts.

(ii) A Development Co-ordinator is proposed to support the Development Managers and will have particular responsibility for the interface with key partners in the city centre. The Development Co-ordinator will also play a key role in ensuring the effective management of cross cutting projects and will help ensure that the City Centre Strategic Plan is guiding investment and intervention by other City Council services and external partners. It is proposed that this post is established at Grade 10 (£37476 - £39132).

3.7 It is proposed that these Development posts are filled through secondment from within the City Council.

4. SOUTH MANCHESTER REGENERATION

4.1 Both North and South Manchester Regeneration Teams have one Regeneration Manager and three Regeneration Co-ordinators. However, North Manchester Regeneration covers six wards and one strategic regeneration framework (SRF) whilst Regeneration South covers 20 wards and three SRFs. To date this has not presented a problem in terms of capacity or resource as only two of Regeneration South's SRFs have been completed and approved by the Council. However, the final SRF in the city – for South Manchester – was approved by Executive in October 2007. This SRF covers ten wards and has a range of issues that have emerged during the development of the SRF.

4.2 In order to resource this SRF it is proposed to create a further Regeneration Co-ordinator post at Grade 10 +10% (£40287 - 43035). This post would manage a team of three or four staff which is smaller than for other areas of the city.

4.3 This reflects the less intensive nature of the regeneration agenda in south but the postholder would nonetheless manage a significant portfolio of projects. This would include the development of District Centre Action Plans initially for Chorlton and Levenshulme, work to deliver improved services on the Merseybank estate, the development of a strategy for managing students in South Manchester neighbourhoods alongside the universities as well as having overall responsibility for the implementation of the SRF Delivery Plan. .

4.4 The post would manage a small core budget and associated regeneration funds for project delivery and it is proposed to progress appointment via an internal secondment.

5. COMMENTS OF HEAD OF CORPORATE PERSONNEL

5.1 I have worked with the Chief Executive and the Deputy Chief Executive (Regeneration) in the development of these proposals. I fully support the need to create additional managerial capacity with in the Regeneration Division to drive forward ongoing projects and maintain momentum in the city centre and Regeneration South.

5.2 I believe that the salaries proposed in this report are reasonable and in line with those paid elsewhere in the Regeneration Division and across the City Council generally. In order that momentum can be maintained on key projects I support the proposal that appointments are progressed through internal secondments.

5.3 I will support the Deputy Chief Executive (Regeneration) in preparing a job description for the new posts and in progressing suitable appointments in line with established Council policies.

IMPLICATIONS FOR KEY COUNCIL POLICIES

6.1 The proposals set out in this report are entirely concerned with enhancing regeneration capacity within the city and attracting external investment which will support all of the City Council's key policies.