

**MANCHESTER CITY COUNCIL
REPORT FOR RESOLUTION**

REPORT TO: PERSONNEL COMMITTEE

REPORT OF: CHIEF EXECUTIVE

DATE: 21 OCTOBER 2009

**SUBJECT: SENIOR MANAGEMENT ARRANGEMENTS: CITY CENTRE
REGENERATION TEAM**

PURPOSE OF REPORT

To set out proposals for the reorganisation of the City Centre Regeneration Team to strengthen existing management arrangements, and to reflect current workload and responsibilities.

RECOMMENDATIONS

It is recommended that the Committee –

1. Approve a salary increase for the Policy Development Manager from £51,375 per annum to £55,000 in recognition of the additional duties and responsibilities set out in this report.
2. Note the transfer of the Planning Development Manager from the City Centre Regeneration Team to the line management of the Head of Planning, whilst remaining responsible for major planning development issues within the city centre.
3. Grant delegated authority to the Chief Executive, acting in consultation with the head of Corporate Personnel, to take all the necessary actions to give practical effect to the arrangements set out in this report.

FINANCIAL CONSEQUENCES FOR THE CAPITAL AND REVENUE BUDGETS:

The proposals set out in this report will be cost neutral in overall terms as the Planning Development Manager will be held against a vacant post in the Planning Division with the differential in salary being met from LAGBI funding.

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BACKGROUND DOCUMENTS:

Personnel Committee report of 13 November 2007

WARDS AFFECTED:

None

IMPLICATIONS FOR KEY COUNCIL POLICIES:

Anti-poverty
Yes

Equal Opportunities
Yes

Environment
Yes

Employment
Yes

1. INTRODUCTION

- 1.1 The City Centre Regeneration Team supports the Chief Executive on major projects to deliver key outcomes of the city centre strategic plan. This involves working with key partners and managing growth and development, to deliver a strategy for the full and proper regeneration of the city centre in order to secure improvements to the city's economic competitiveness.
- 1.2 Since the Team was established in November 2007 the profile and range of responsibilities undertaken has been subject to significant change. The Chief Executive therefore considers it is timely to review the current organisation of the team and strengthen the existing managerial arrangements.

2. BACKGROUND

- 2.1 A gap in capacity to deliver the regeneration agenda for the City Centre was the initial driver for the creation of the City Centre Regeneration Team. Approval to set up the Team was obtained through Personnel Committee in November 2007 and relevant staff were seconded from other service areas in the Council to progress these work priorities.
- 2.2 The Team consists of two Development Managers, (£51,375) providing dedicated policy and planning support to the Chief Executive, a Development Co-ordinator (Grade 10) and an Administrative Support Office (Grade 5). Subsequently, due to the extensive workload of the team it was agreed to transfer a further post of Policy Development Officer (Grade 8) into the Team.
- 2.3 In addition, a Special Projects Officer working at a senior level has been allocated to support the Team for two days a week. This was to work on specific projects directed personally by the Chief Executive. Support arrangements and budget management of this post is undertaken by the City Centre Regeneration Team.

3. CURRENT PRIORITIES AND WORKING ARRANGEMENTS

- 3.1 The report submitted to Personnel Committee in November 2007 did not address responsibility for the day-to-day management arrangements for the new Team. In practice, one of the senior posts, the Policy Development Manager has assumed full management responsibility for the Team, as well as direct line management responsibility for staff in the Leader's Office.
- 3.2 The Policy Development Manager is responsible for the full range of management duties in these areas including, all staffing issues, managing Job Evaluation and budget management including managing external funding streams for projects through ERF/WNF/LABGI and development of the post LABGI funding strategy.

- 3.3 In addition, responsibilities also incorporate working with other managers in the Executive Division on corporate initiatives including business planning, AIM work, customer excellence, use of resources, and developing the equalities framework. The Policy Development Manager is also a member of the Chief Executive's Third Tier Management Team.
- 3.4 The other senior member of staff, the Planning Development Manager, has been responsible for providing planning support and has remained physically located in the Planning Division. Although the provision of strategic planning support to the Chief Executive remains prominent within the role, the postholder has no direct managerial responsibilities to discharge.
- 3.5 Aside from managing the City Centre Regeneration Team and other staff, the Policy Development Manager is also required to deputise for the Chief Executive as appropriate at a range of meetings and functions. The Policy Development Manager also works on wider regeneration initiatives outside of the city centre such as the Ad Hoc Ministerial Group, which has been examining the scope for alternative schemes to replace the Regional Casino in East Manchester, and on the international investment strategy.

4. PROPOSAL

- 4.1 In recognition of the increased profile of the Team, the current working arrangements and to reflect wider responsibilities now undertaken, the Chief Executive now wishes to bring forward the following proposals:
- 4.1.1 Formally transfer the Planning Development Manager to the line management of the Head of Planning, with the post remaining responsible for major planning development issues within the city centre. The postholder would, of course, continue to work closely and as necessary with the City Centre Regeneration Team and directly with the Chief Executive where appropriate. There would be no amendment to the postholder's salary of £51,375 and it is intended to hold the postholder against a vacant post in the Planning Division structure with the differential in salary being held against LAGBI funding.
- 4.1.2 Formalise the enhanced role and additional responsibilities being undertaken by the Policy Development Manager and recognise this by increasing the postholder's existing salary from £51,375 to £55,000.

5. CONCLUSION

- 5.1 The proposals within this report will formalise and strengthen the managerial arrangements for the Team whilst ensuring that the Chief Executive continues to receive the relevant and appropriate support on planning development issues for the City Centre.

6. COMMENTS OF HEAD OF CORPORATE PERSONNEL

- 6.1 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 formalise the arrangements within the team.
- 6.2 I believe that the salary increase proposed in this report is reasonable to reflect the duties and responsibilities of the postholder and is in line with salaries for other comparable posts across the City Council.

7. COMMENTS OF THE TRADE UNION

- 7.1 UNISON are happy to support the increase in salary for this role, but want to note that we hope there is a clear and transparent process in grading this role to protect the Authority from potential equal pay claims in the future.
- 7.2 We support the delegated powers in this process and are happy to work with the Chief Executive and the Head of Corporate Personnel in the practicalities of the arrangements in this report.

8. IMPLICATIONS FOR KEY COUNCIL OBJECTIVES

- 8.1 Continued investment in the city centre will enhance the economic prosperity of the city generally and support the achievement of all Key Council policies.