

## **Information on the Organisation's Structure**

The information provided in the attached gives an overview of Manchester City Council's organisational structure and key personnel in senior management positions. It should be viewed in conjunction with the Council's Pay Policy Statement.

The information represents the position as of 1<sup>st</sup> April 2017 and will be updated periodically.

The subsequent pages include

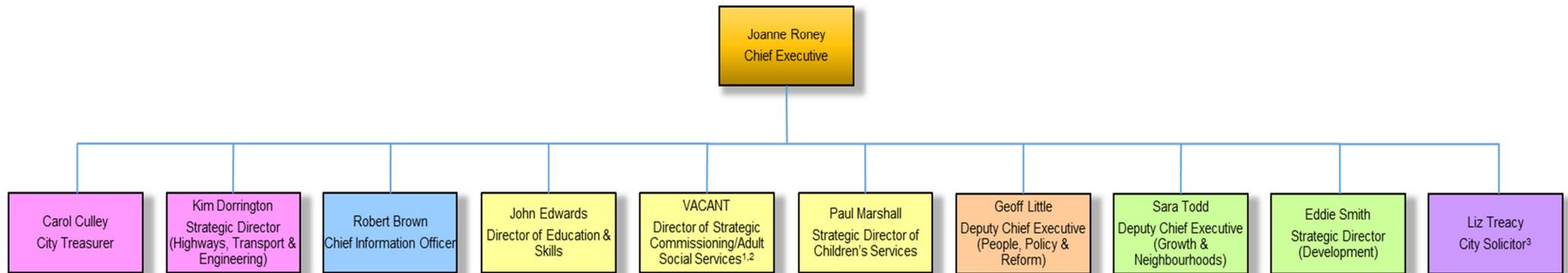
- An organisational chart of the agreed structure of the local authority
- Post titles, salary levels and key responsibilities for each senior officer, with salary levels inclusive of any honoraria, pay protection or market rate supplement the individual may be receiving

All officer named on the organisational chart can be contacted either by telephone on 0161 234 5000 or via email at [contact@manchester.gov.uk](mailto:contact@manchester.gov.uk)

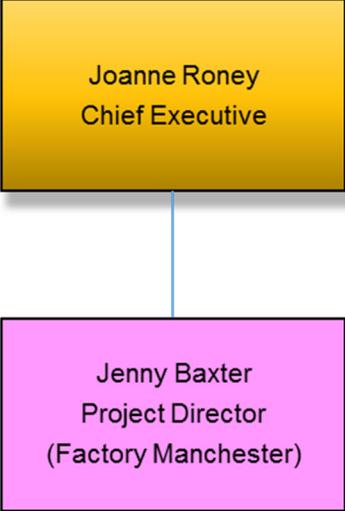
### ***Pay Multiple***

The salary multiple between the highest paid officer (the Chief Executive) and the median rate for all officers as of 1<sup>st</sup> April 2017, as set out in Manchester City Council's pay policy statement which was agreed at Council on 22<sup>nd</sup> March 2017 is 8.33:1.

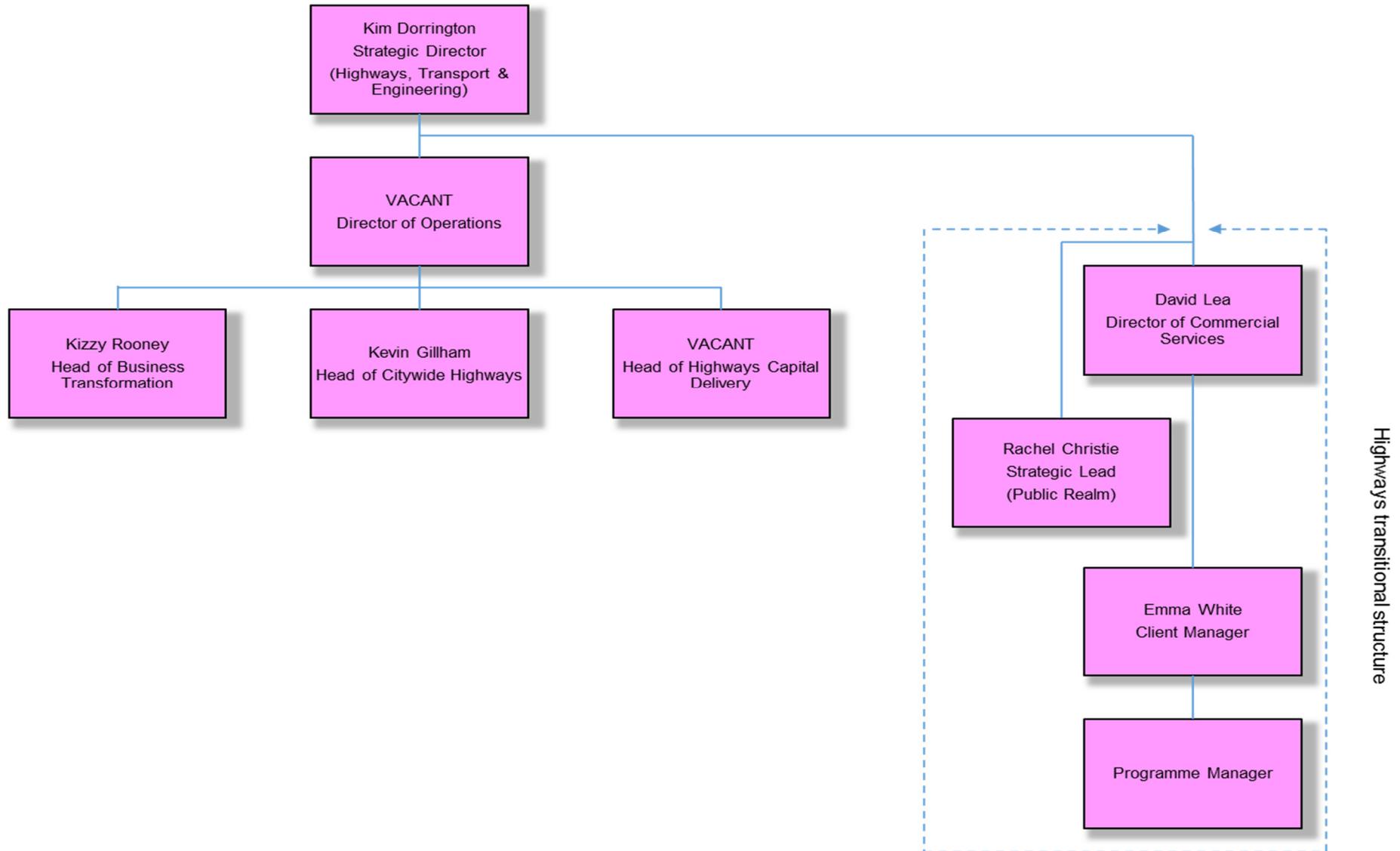
**Chief Executive's Direct Reports  
& Full Members of the Senior Management Team (SMT)**



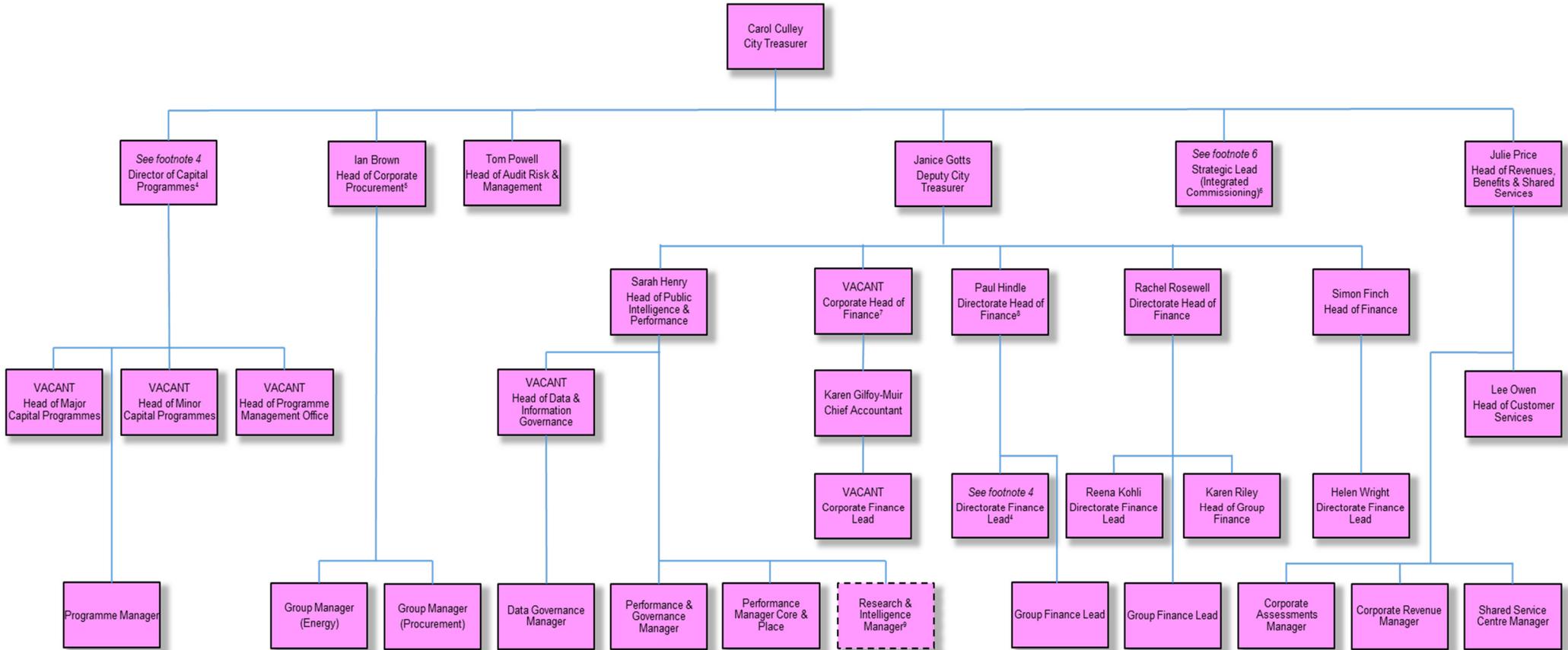
Chief Executive's Direct Reports (Non-SMT)



## Corporate Core: Highways



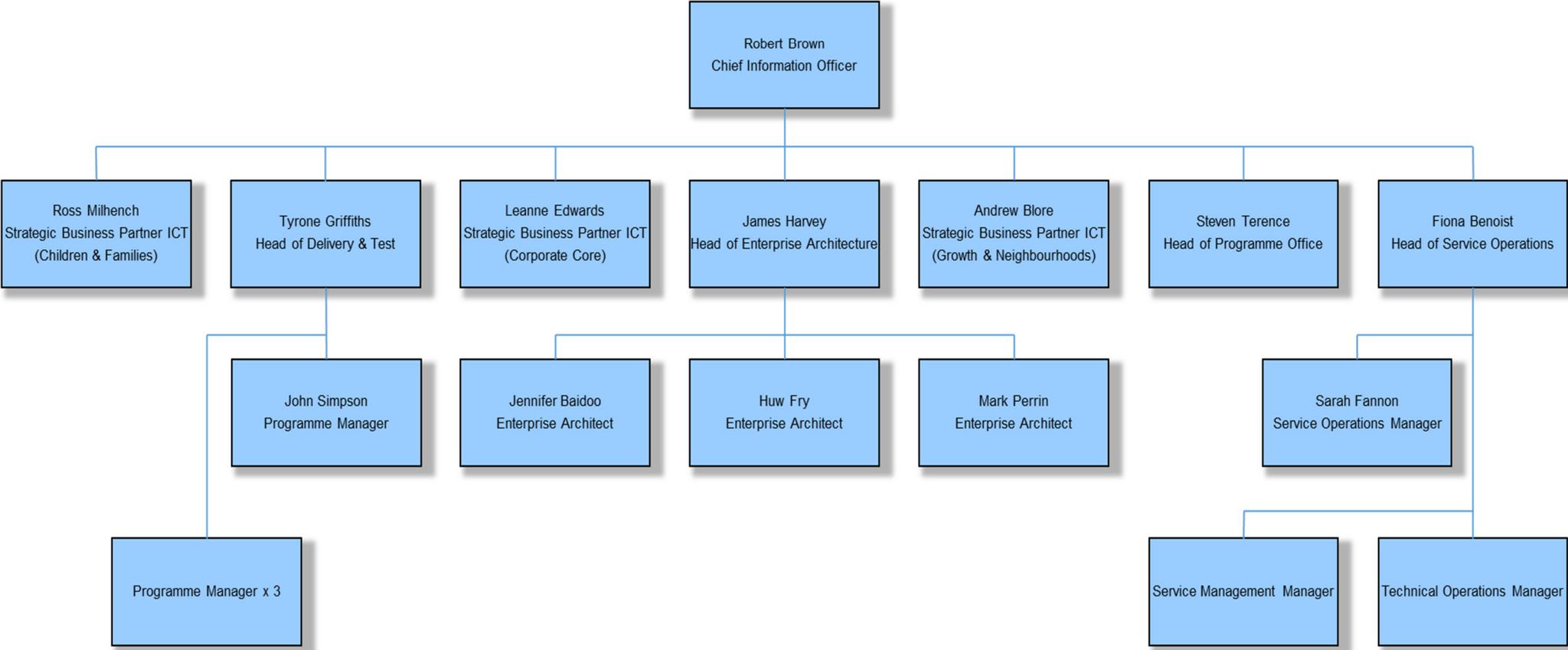
Corporate Core: Corporate Services

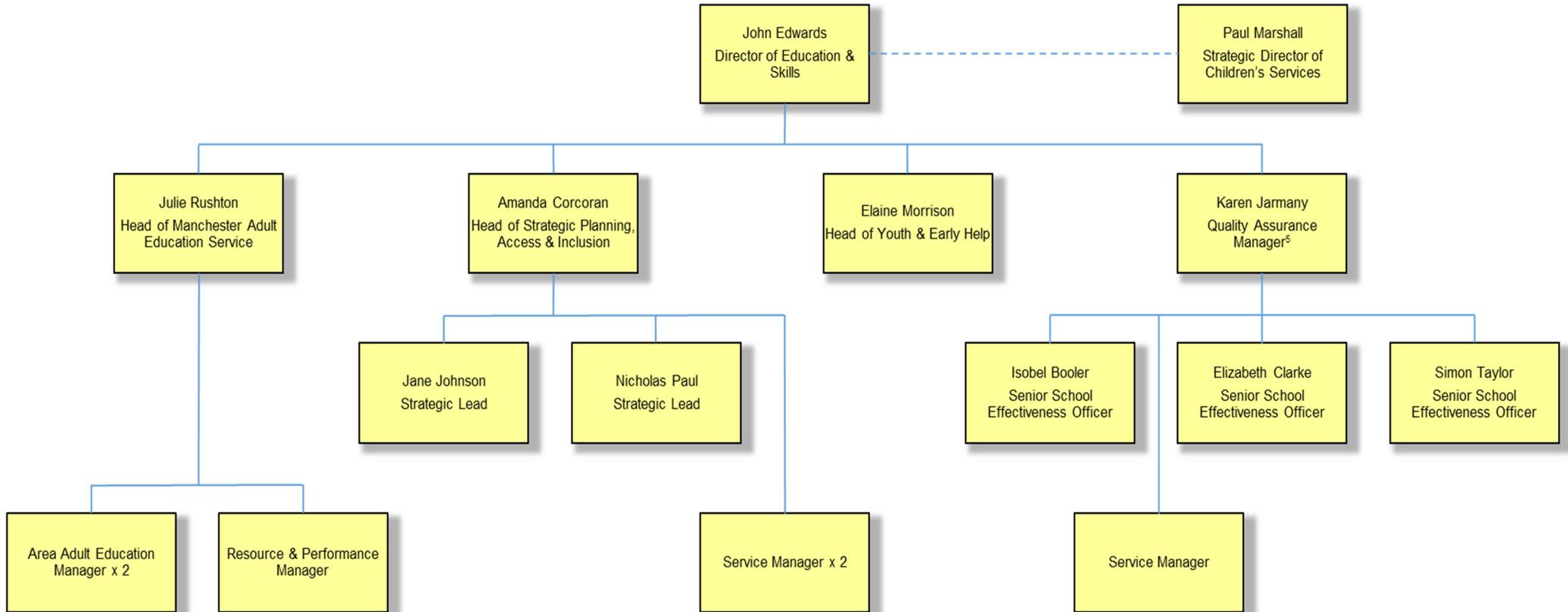


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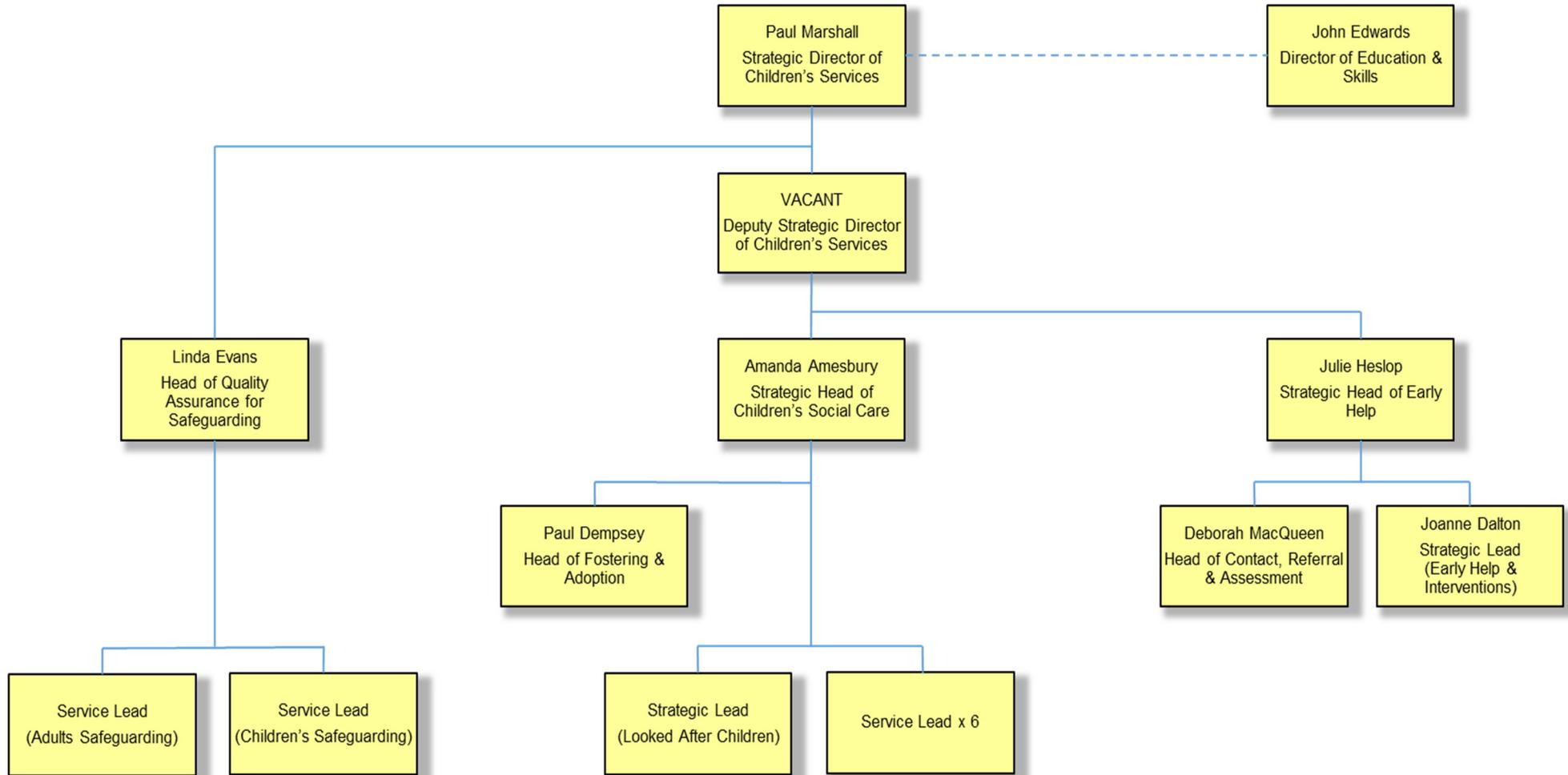
 Roles surrounded by a dotted line are funded externally. Details of funding sources can be found in the relevant footnote.

Corporate Core: ICT

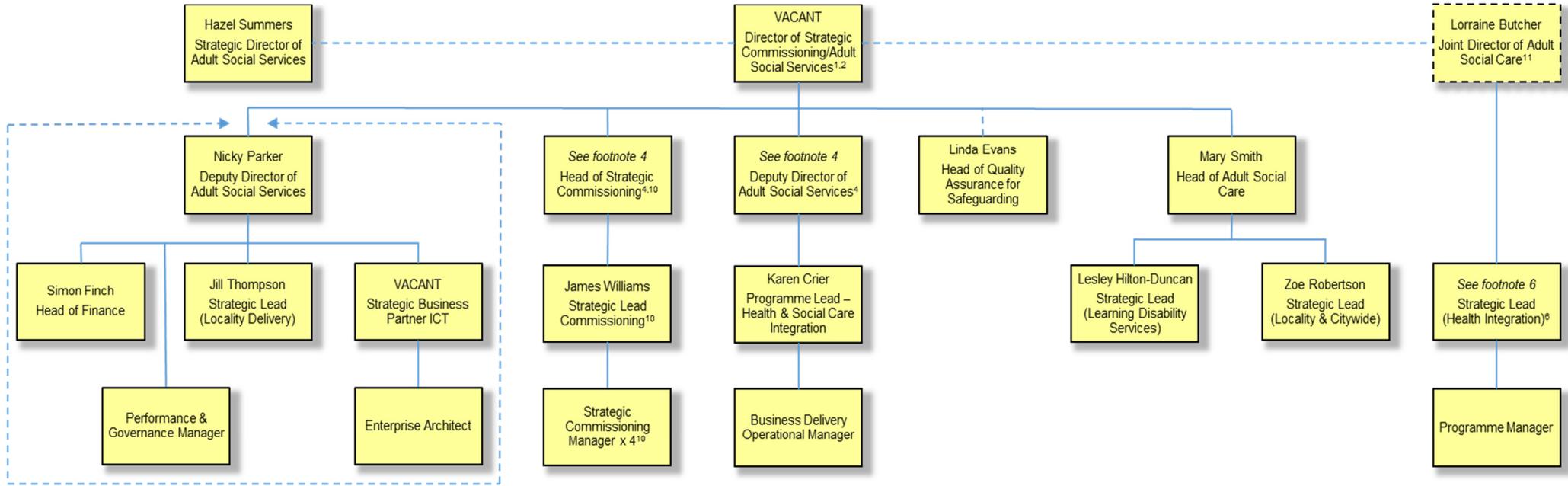




Directorate for Children & Families: Children's Services



**Directorate for Children & Families: Adult Social Services**



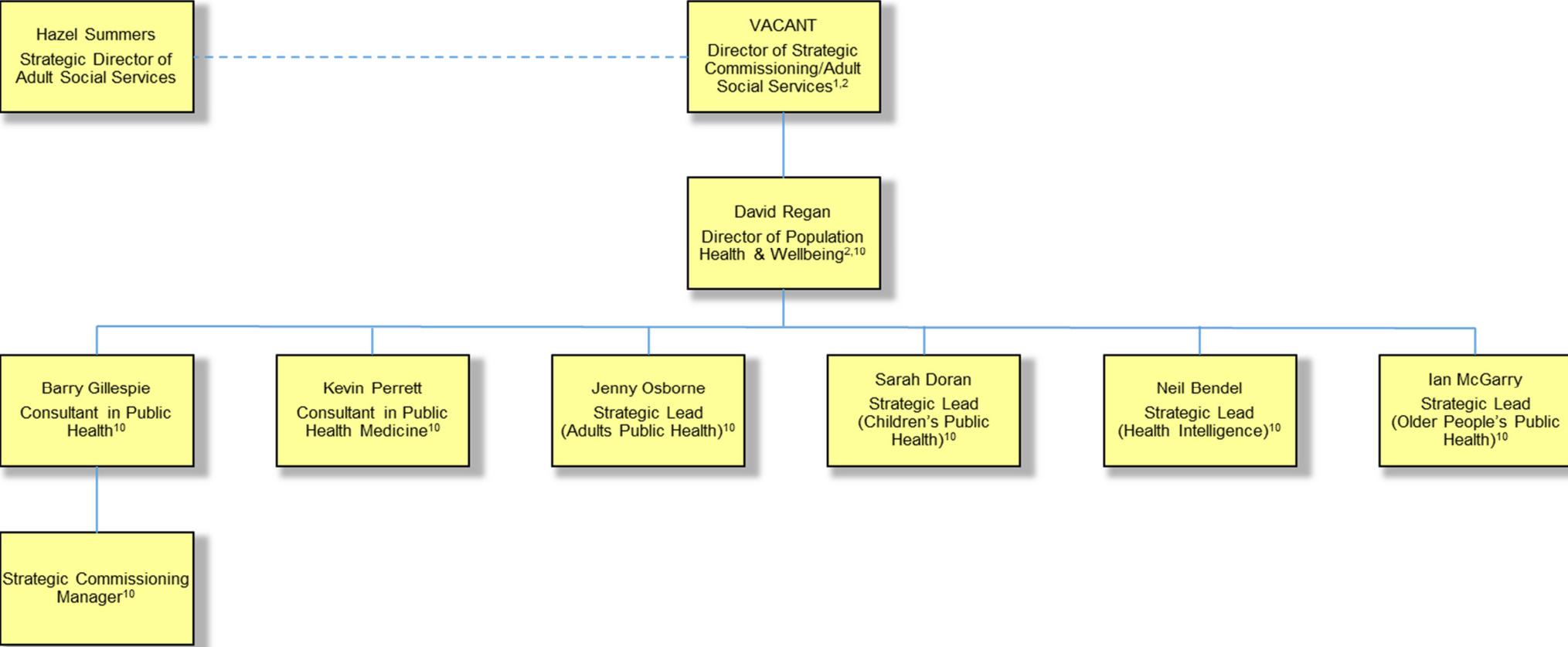
Currently working on the development of the Manchester providers bid for the Local Care Organisation

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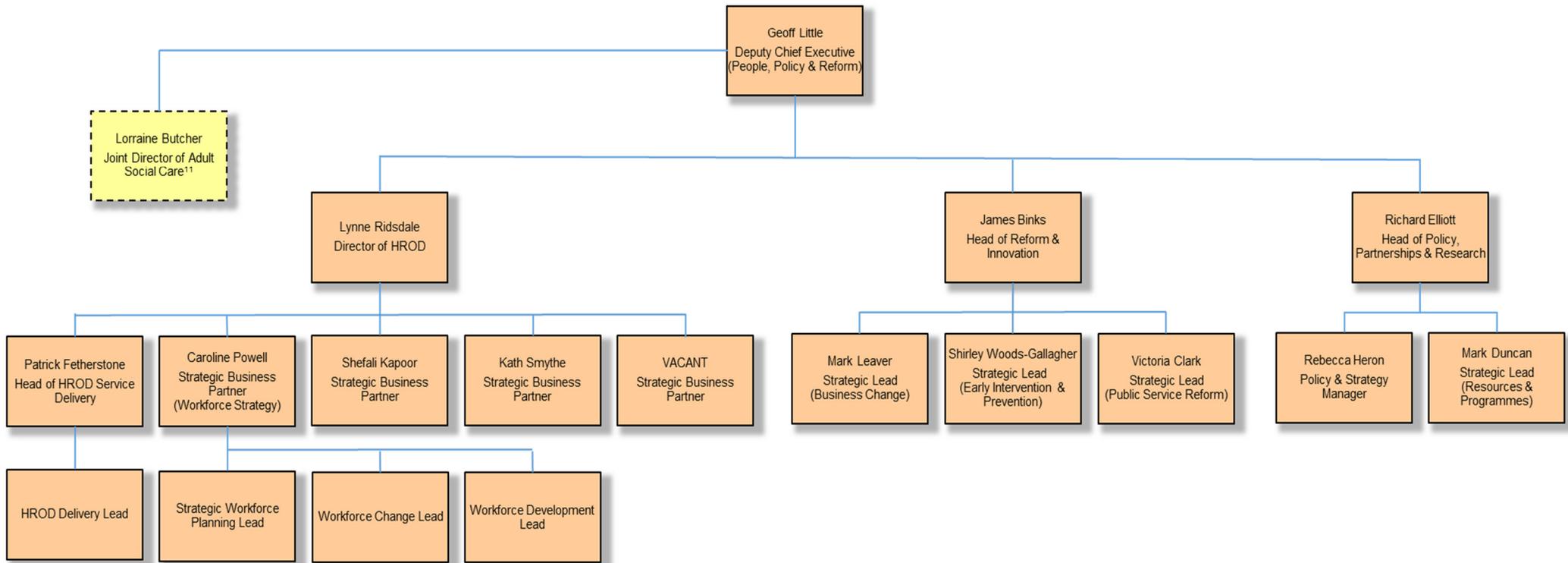


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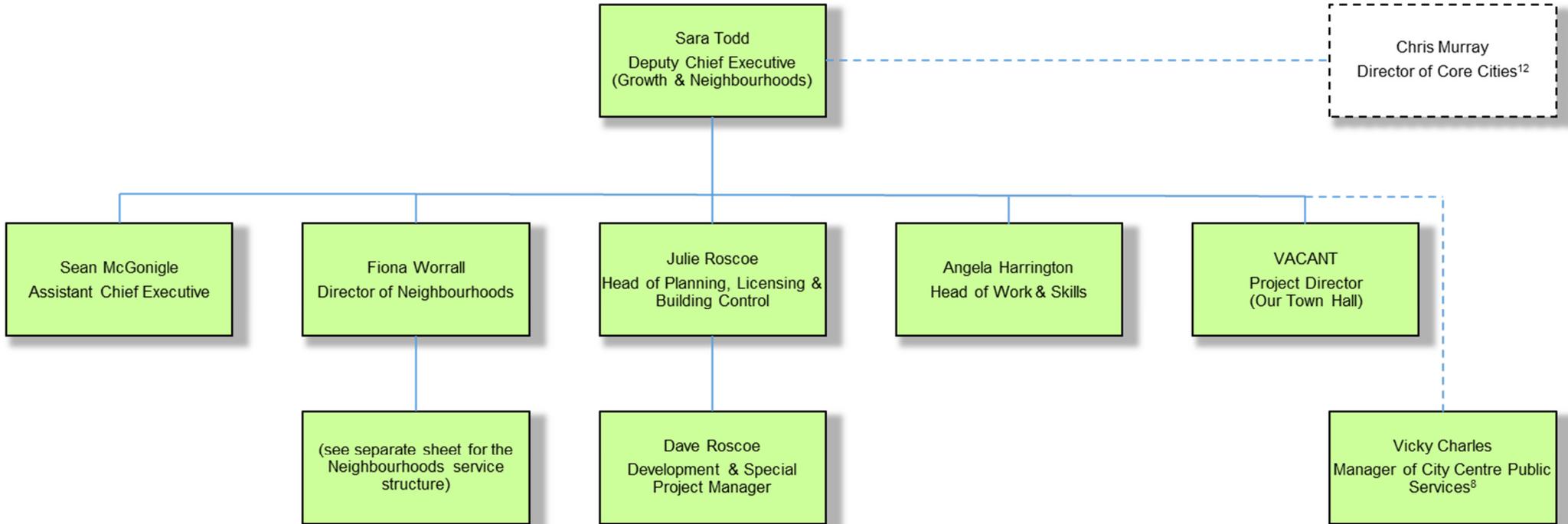
**Directorate for Children & Families: Public Health**



**Corporate Core: People, Policy & Reform**



**Directorate for Growth & Neighbourhoods**

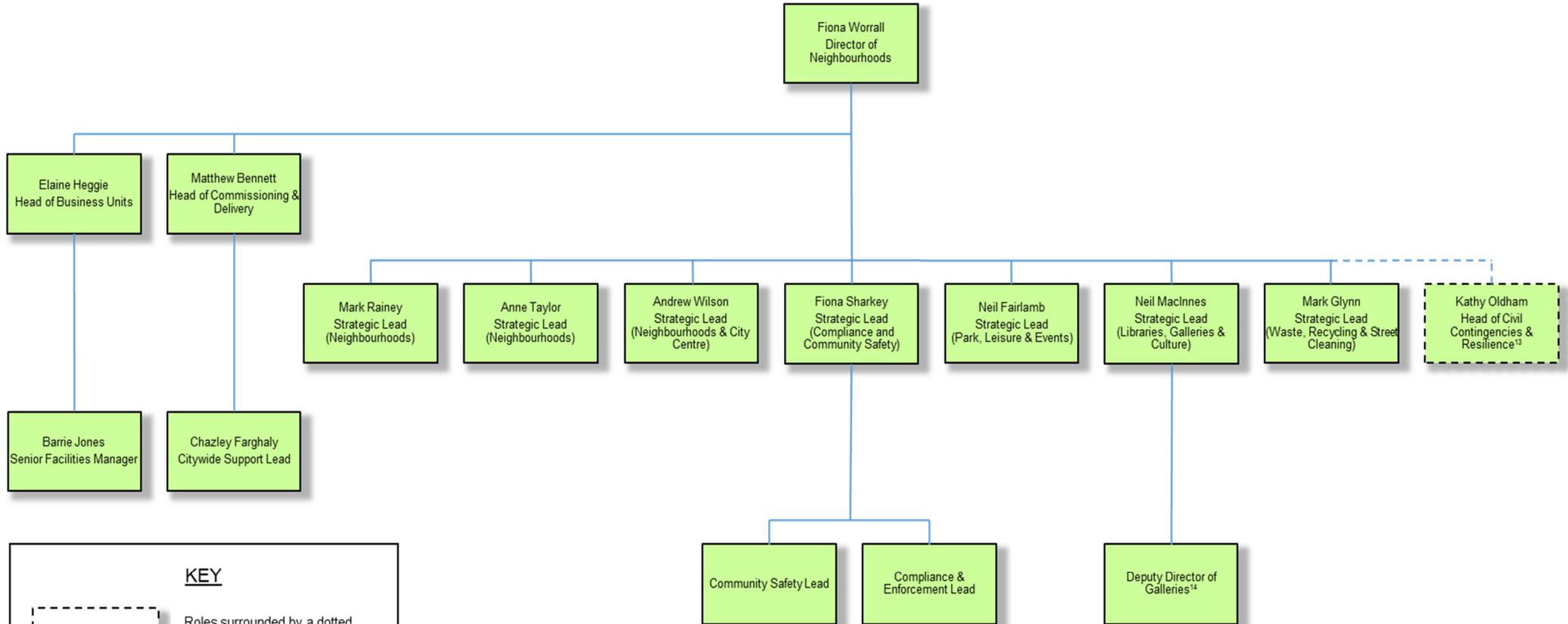


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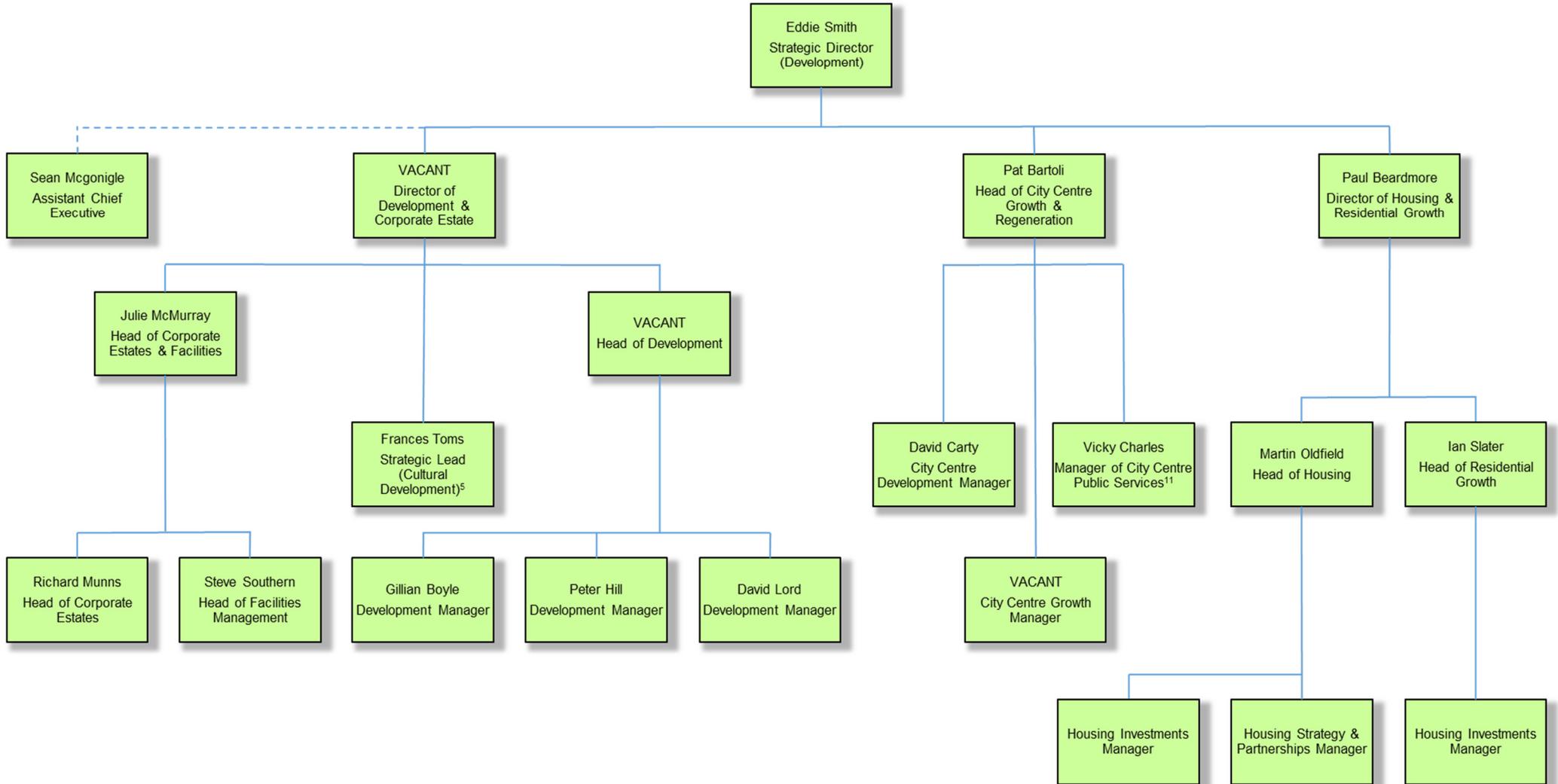
**Directorate for Growth & Neighbourhoods:  
The Neighbourhoods Service**

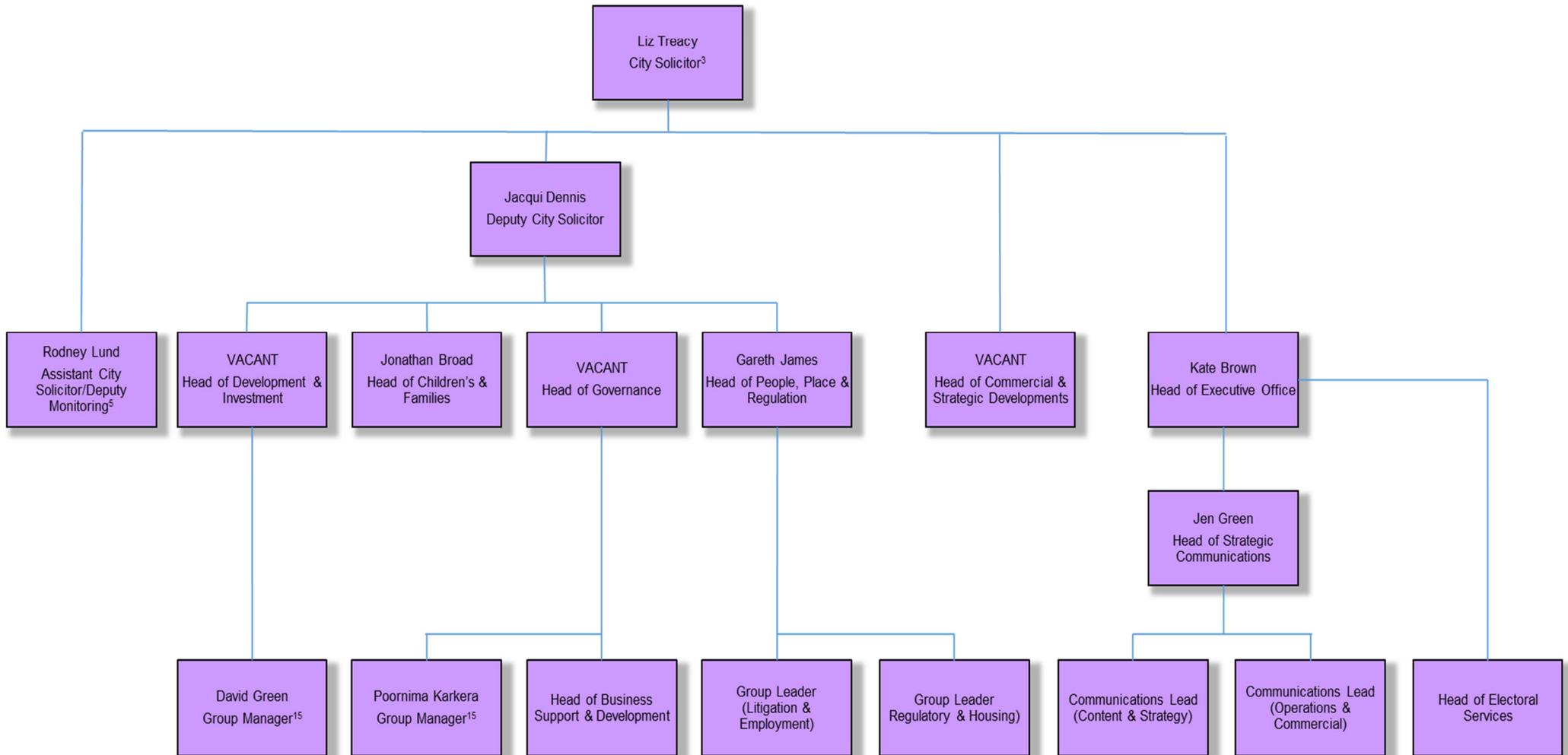


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**Strategic Development Directorate**





Role Title	Total Remuneration	Role Descriptor
Chief Executive	£195,000	The Chief Executive is the Council's principal policy advisor and Head of the Paid Service, leading the organisation in ensuring the aims and objectives set by Members are made a reality. The Chief Executive leads the Strategic Management Team and takes overall responsibility for the running of the organisation. This role takes a specific lead in relation to the regeneration of the City, external communications and relationships and major development projects. In addition, the roleholder acts to protect and enhance the Council's wider commercial interests and takes the roles of Returning Officer in respect of local, Parliamentary and European elections.
Project Director (Factory Manchester)	£140,000	This role provides leadership and direction for the Factory Manchester project. The role is the single coordinating force for this multi-partner complex capital cultural project, as well as a unique public/private commercial operating model.
Strategic Director (Highways, Transport & Engineering)	£137,045	This role has overall strategic oversight for the Highways function and service, building on existing connections across the Council and with partners whilst also overseeing the Highways Improvement Programme. The role leads the development of the Council's transport policies and strategies, including negotiations with the Department for Transport and Transport for Greater Manchester.
Director of Operations	£90,419-£101,824	This role is responsible for the day to day operational delivery of a first class highways service and driving and overseeing improvements to the way the council manages contracts and the Highways Capital Programme.
Head of Business Transformation	£68,526	This role provides experienced senior level support to the Strategic Director and Director by leading and managing to deliver and enact the transformational change required to complete the Highways Target Operating Model and Service Transformation.
Head of Citywide Highways	£71,295	This role is responsible for the Asset Management aspects of the highways network, including planned and reactive maintenance. The role is also responsible for Network Management, including issue of permits, interface with TfGM on operational matters and with the Council's Policy, Partnership and Research team on the strategic objectives of the client delivery plans.
Head of Highways Capital Delivery	£74,175-£83,830	This role manages and oversees all aspects of the Highways Capital Programme on a day to day basis.

Role Title	Total Remuneration	Role Descriptor
Director of Commercial Services	£88,938	This role heads the commercial functions within Corporate Services and also takes a Council wide role on enhancing and promoting the organisation's commercial interests. This role is responsible for procurement; contract and supply chain management including management and oversight of the strategic partner process and contract arrangements.
Strategic Lead (Public Realm)	£72,257	This role leads on driving and supporting all aspects of the new Highways model and developing new compatible processes and procedures. This role is to be reviewed in July 2018 and if the Highways Target Operation Model and Service Transformation is complete it will be disestablished.
Client Manager	£57,340	This role works closely with both internal and external customers and is accountable for the successful delivery of all property/delivery related services in an assigned portfolio area, including strategic planning around property assets.
Programme Manager	£49,313-£52,551	This role leads and manages a portfolio of large and complex programmes related to the service they are assigned to, and ensures that a comprehensive programme delivery strategy is in place.

Role Title	Total Remuneration	Role Descriptor
City Treasurer	£131,723	Strategic Director and City Treasurer with overall strategic responsibility for financial management and planning across the organisation and management of the Corporate Services portfolio, providing leadership on all finance related matters. The City Treasurer takes an overarching role focused on ensuring and promoting the organisation's financial interests working with the authorities' commercial interests and other bodies. This role is the Council's statutory Section 151. The roleholder has leadership responsibility for the services and individuals below.
Director of Capital Programmes	£90,419-£101,826	This role has overall responsibility for ensuring the integration of capital procurement and delivery activities and be accountable for ensuring the effective strategic planning, development and delivery of the Council's capital programme.
Head of Major Capital Programmes	£64,574-£71,295	This role is responsible for the effective leadership of the business area. Procuring and managing a variety of capital projects and programmes and acting as an enabler for the service with influential stakeholders.
Head of Minor Capital Programmes	£64,574-£71,295	This role is responsible for the effective leadership of the business area. Procuring and managing a variety of capital projects and programmes and acting as an enabler for the service with influential stakeholders.
Head of Programme Management Office	£64,574-£71,295	This role is responsible for the development and management of integrated planning and performance processes, quality processes, compliance with statutory regulation, the monitoring of commissions and the coordination of resources both internally and externally to deliver the programme of works across the service.
Programme Manager	£49,313-£52,551	This role leads and manages a portfolio of large and complex programmes related to the service they are assigned to, and ensures that a comprehensive programme delivery strategy is in place.
Head of Corporate Procurement	£74,175	This role heads the Council's procurement function, and is responsible for delivering integrated procurement and contract management across the MCC and Bolton Councils in line with legal requirements.
Group Manager (Energy)	£49,313-£52,551	This role is responsible for the overall management of the Energy Management function and providing a comprehensive energy management service to stakeholders across MCC and Bolton Councils.

Role Title	Total Remuneration	Role Descriptor
Group Manager (Procurement)	£49,313-£52,551	This role is responsible for the overall management of the Strategic Procurement function, providing a comprehensive procurement service to stakeholders in accordance with the Council's Financial Regulations.
Head of Audit & Risk Management	£83,830	This role heads the Council's and Bolton Council's internal risk and audit functions, and is responsible for the authority's compliance with health and safety legislation and ensuring effective business continuity arrangements. This role also leads on counter fraud work and broader audit collaboration between the Council's across Greater Manchester.
Deputy City Treasurer	£99,830	This role provides direct support to the Strategic Management Team on issues related to financial management and the performance management and governance of the organisation and wider Manchester Partnership. The role acts as the deputy to the organisation's Section 151 Officer (City Treasurer). The role has leadership responsibility for Financial Management and the performance, research and intelligence function.
Head of Public Intelligence & Performance	£74,175	This role heads the Council's Public Intelligence & Performance function which leads on developing and implementing innovative approaches to data intelligence gathering, modelling and reporting; ensuring robust data governance and management; and developing and implementing effective processes for performance management, business planning and complaints.
Head of Data & Information Governance	£65,000 (subject to completion of job evaluation process)	This role drives and leads on the implementation of the development and implementation of the City Council's Information Strategy and manages the Authority's Data Governance arrangements.
Data Governance Manager	£49,313-£52,551	This role manages the development of corporate core systems and the development of effective data governance which provides for accurate and reliable data, and facilitates the enhancement of systems to deliver identified improvement in corporate information.
Performance & Governance Manager	£49,313-£52,551	This role leads and coordinates the authority's performance and complaints functions working to ensure the effective provision of reliable information in relation to people.

Role Title	Total Remuneration	Role Descriptor
Performance Manager Core & Place	£49,313-£52,551	This role leads and coordinates the authority's performance and business planning functions working to ensure the effective provision of reliable information in relation to core and place.
Research & Intelligence Manager	£49,313-£52,551	This role leads and coordinates the intelligence and research functions of the Council which work to provide reliable information in support of the organisation's decision making processes, with a particular focus on research and intelligence to drive the public service reform agenda and health and social care integration.
Corporate Head of Finance	£74,175-£83,830	This role takes a strategic lead for key elements of the financial management service leading on the council's core finance functions and provides a wider strategic lead role for the development of financial models and approaches to support reform, integration and growth.
Chief Accountant	£66,307	This role is responsible for the final accounts process for the Council, ensuring effective Treasury and cash flow management, capital and revenue budget and monitoring and assessing any implications arising from local government financing regimes.
Corporate Finance Lead	£57,340-£63,308	This role takes a lead on the provision of financial management services and provides support for corporate financial planning and strategy including service developments and system improvements.
Directorate Head of Finance	£74,175	This role takes a strategic lead for key elements of the financial management service leading on financial support to the Corporate Core and the Strategic Development Directorate, financial accounting and strategic financial planning.
Directorate Finance Lead	£57,340-£63,308	This role takes a lead on the provision of financial management services and provides support for a specific directorate.
Group Finance Lead	£49,313-£52,551	This role leads on the provision of financial management services to a portfolio of services.
Directorate Head of Finance	£83,830	This role takes a strategic lead for key elements of the financial management service leading on financial support to Children's Services, the Directorate for Growth & Neighbourhoods, and provides a wider strategic lead role for the development of financial models and approaches to support reform, integration and growth.
Directorate Finance Lead	£58,494	This role takes a lead on the provision of financial management services and provides senior financial advice and support to Directorates.

Role Title	Total Remuneration	Role Descriptor
Head of Group Finance	£57,340	This role takes a strategic lead on the provision of financial management services and provides support in relation to the financial elements of the Public Service Reform agenda.
Directorate Finance Lead	£58,494	This role takes a lead on the provision of financial management services and provides senior financial advice and support to Directorates.
Strategic Lead (Integrated Commissioning)	£70,000	This role leads on the integration of health and social care commissioning and the creation of a new strategic approach to commissioning across all public services in the city.
Head of Revenues Benefits & Shared Services	£88,443	This role heads the revenues and benefits service ensuring effective collection of Council Tax and Business Rates revenues and distribution of benefits. The role also has responsibility for the organisational transactional Shared Services Centre, which provides a human resources administration, payroll and transactional financial management service to the organisation, and for the customer service organisation, which is the Council's front door for residents. The role is the lead officer for the welfare reform agenda.
Head of Customer Services	£61,206	This role manages the operation of Manchester City Council's Customer Service Centre and takes a strategic lead on all matters related to customer service and engagement driving channel shift and behaviour change and ensuring robust and effective processes for customer interactions.
Corporate Assessments Manager	£49,313-£52,551	This role leads the Council's consolidated financial assessments, including management of the Council's Benefits Service and the administration of other financial assessments provided by the Council including adult social care, and welfare provision.
Corporate Revenues Manager	£49,313-£52,551	This role leads the Council's consolidated Revenues Service, including management of the Council's Council Tax Service, Business Rates Service and the recovery of other money and debts owed to the Council including adult social care, benefit overpayments and all other miscellaneous debt.
Shared Service Centre Manager	£49,313-£52,551	This role leads the Council's Shared Service Centre, including management of the Council's strategic pension's service, the provision of employee, payroll and pension services to internal and external customers and the management of the Council's transactional financial processes.

Role Title	Total Remuneration	Role Descriptor
Chief Information Officer	£176,000	This role has overall operational and strategic responsibility for the Council's ICT function which manages ICT service delivery across the organisation and technological developments in support of more effective customer services. The total remuneration for this post is £176,000 inclusive of a market rate supplement of up to an additional £59k agreed until the end of September 2018, at which point this payment will be reviewed.
Strategic Business Partner ICT (Children & Families)	£66,306	This role provides a focused senior level strategic ICT support function to the Directorate for Children & Families.
Head of Delivery & Test	£81,407	This role is responsible for the control and delivery of ICT projects ensuring alignment with the ICT Strategy and Directorate priorities. The total remuneration for this post is up to £84k and is inclusive of a market rate supplement of up to an additional £10k agreed until the beginning of September 2017, at which point this payment will be reviewed.
Programme Manager	£58,917	This role leads and manages a portfolio of large and complex ICT related programmes and ensures that a comprehensive programme delivery strategy is in place.
Programme Manager	£49,313-£52,551	This role leads and manages a portfolio of large and complex ICT related programmes and ensures that a comprehensive programme delivery strategy is in place.
Strategic Business Partner ICT (Corporate Core)	£66,307	This role provides a focused senior level strategic ICT support function to the Corporate Core.
Head of Enterprise Architecture	£88,608	This role is responsible for the Council's technical architecture, ensuring that ICT developments and infrastructure are aligned to the strategic requirements of Directorates. The total remuneration for this post is up to £94k and is inclusive of a market rate supplement of up to an additional £10k agreed until the middle of July 2017, at which point this payment will be reviewed.
Enterprise Architect	£57,551	This role is responsible for maintaining the integrity of ICT systems and the consistency of applied architectures across the organisation ensuring that the ICT infrastructure is aligned to long-term MCC strategy. The total remuneration for this post is up to £67.5k and is inclusive of a market rate supplement of up to an additional £15k.

Role Title	Total Remuneration	Role Descriptor
Enterprise Architect	£65,520	This role is responsible for maintaining the integrity of ICT systems and the consistency of applied architectures across the organisation ensuring that the ICT infrastructure is aligned to long-term MCC strategy. The total remuneration for this post is up to £67.5k and is inclusive of a market rate supplement of up to an additional £15k.
Enterprise Architect	£67,551	This role is responsible for maintaining the integrity of ICT systems and the consistency of applied architectures across the organisation ensuring that the ICT infrastructure is aligned to long-term MCC strategy. The total remuneration for this post is up to £67.5k and is inclusive of a market rate supplement of up to an additional £15k.
Strategic Business Partner ICT (Growth & Neighbourhoods)	£66,307	This role provides a focused senior level strategic ICT support function to the Directorate for Growth & Neighbourhoods.
Head of Programme Office	£57,340	This role is responsible for overseeing the governance, coordination and alignment of the Council's programme of major ICT developments.
Head of Service Operations	£81,407	This role is responsible for delivery of technical support to the organisation. This includes the development of roadmaps in line with the ICT strategy. The total remuneration for this post is up to £84k and is inclusive of a market rate supplement of up to an additional £10k agreed until the end of September 2017, at which point this payment will be reviewed.
Service Operations Manager	£55,520	This role leads a team which provides and supports the Council's infrastructure platforms and applications.
Service Management Manager	£49,313-£52,551	This role leads a team which provides service and supplier management, service design and requirements to support the organisations day to day business.
Technical Operations Manager	£49,313-£52,551	This role leads on the delivery of first and second line ICT support for internal and external Council services and provides strategic direction for technology development and ICT Project Management.

Role Title	Total Remuneration	Role Descriptor
Director of Education & Skills	£117,314	Director with overall strategic responsibility for ensuring educational excellence which connects individuals and neighbourhoods to growth and local people to employment opportunities, and reduces dependency within the City, and improving educational outcomes for Manchester residents. The role has leadership responsibilities for the services and individuals below.
Head of Manchester Adult Education Service	£71,855	This role heads the Manchester Adult Education Service which delivers education opportunities for Adults in a range of dedicated centres and other venues across the City.
Area Adult Education Manager	£49,313-£52,551	This role leads the delivery of education opportunities for adults in a specific geographical area of the City.
Resource & Performance Manager	£49,313-£52,551	This role leads the support functions for adult education services, including learner support, administration and performance measurement.
Head of Strategic Planning, Access & Inclusion	£74,175	This role takes a strategic lead in supporting school improvement and commissioning support to schools and leads on developing strategies for children educated outside mainstream education and those with special educational needs. The role also manages school admissions and the service providing support to schools in relation to place planning and accommodation.
Strategic Lead	£57,340	This role takes a strategic lead for the educational outcomes for children and young people in the city, ensuring that they continue to improve and that statutory responsibilities for Education are met.
Strategic Lead	£57,340	This role takes a strategic lead for the educational outcomes for children and young people in the city, ensuring that they continue to improve and that statutory responsibilities for Education are met. This role also undertakes a "virtual head teacher" function for the authority.
Service Manager	£49,313-£52,551	This role leads on operational and strategic links in relation to the delivery and commissioning of a portfolio of service provision across the city.
Head of Youth & Early Help	£64,574	This role takes a strategic lead for the youth offer, leading the strategic commissioning and quality assurance of provision for young people across the City. The role has responsibility for development and delivery of the Valuing Young People strategy.

Role Title	Total Remuneration	Role Descriptor
Quality Assurance Manager	£68,527	This role manages quality assurance in relation to the Education & Skills portfolio, ensuring effective quality of provision across universal and targeted provision including early years, education and play.
Senior School Effectiveness Officer	£67,205	This role takes a strategic lead in monitoring and evaluating the continuous improvement of authority-commissioned services in schools and promoting and contributing to improvement in quality and raised standards in schools in relation to a specific thematic area. The total remuneration for this post is up to £67.2k and is inclusive of a market rate supplement of up to an additional £4k.
Senior School Effectiveness Officer	£67,205	This role takes a strategic lead in monitoring and evaluating continuous improvement in schools and promoting and contributing to improvement in quality and raised standards. The total remuneration for this post is up to £67.2k and is inclusive of a market rate supplement of up to an additional £4k.
Senior School Effectiveness Officer	£67,205	This role takes a strategic lead in monitoring and evaluating continuous improvement in schools and promoting and contributing to improvement in quality and raised standards. The total remuneration for this post is up to £67.2k and is inclusive of a market rate supplement of up to an additional £4k.
Service Manager	£49,313-£52,551	This role leads on operational and strategic links in relation to the delivery and commissioning of Early Years provision across the city.

Role Title	Total Remuneration	Role Descriptor
Strategic Director of Children's Services	£127,513	Strategic Director with overall strategic responsibility for children across the City. The role is also the Council's lead officer in relation to the direct delivery of care services and for safeguarding for children, and in relation to the implementation of complex dependency strategies. The role is the Council's statutory Director of Children's Services. The roleholder has leadership responsibility for the services and individuals below.
Deputy Strategic Director of Children's Services	£90,419-£101,826	This role is a deputy to the Strategic Director of Children's Services. The role has a lead responsibility for ensuring that safeguarding of children remains a clear corporate priority and continues to be embedded into all aspects of service delivery, and leads the strategic development, planning and delivery of services to achieve improved outcomes for children, families, young people and carers.
Head of Quality Assurance for Safeguarding	£76,508	This role takes a strategic lead for safeguarding for children and vulnerable adults, and leads on Quality Assurance for safeguarding, supports both the Children's and Adults Safeguarding Boards and oversees SIU, Adoption and commissioning and quality assurance of the city-wide Youth Offending Service. The total remuneration for this post is up to £77k and is inclusive of a market rate supplement of up to an additional £5.2k.
Service Lead (Adults Safeguarding)	£49,313-£52,551	This role leads on operational and strategic links to in relation to the delivery of adults safeguarding provision across the city.
Service Lead (Children's Safeguarding)	£49,313-£52,551	This role leads on operational and strategic links to in relation to the delivery of children's safeguarding provision across the city.
Strategic Head of Children's Social Care	£91,809	This role has overall strategic responsibility for the delivery and coordination of specialist care for children across Manchester's neighbourhoods and undertakes the duties of Principal Social Worker. The total remuneration for this post is up to £92k and is inclusive of a market rate supplement of up to an additional £8k.
Head of Fostering & Adoption	£71,206	This role is responsible for the management of the Council's fostering and adoption services, including management of the Council's recruitment and retention strategy for foster carers. The total remuneration of this post is up to £73k and is inclusive of a market rate supplement of up to an additional £10k agreed until the end of October 2017, at which point this payment will be reviewed.
Strategic Lead (Looked After Children)	£49,313-£52,551	This role is responsible for delivering improvement activity and ensuring improved outcomes for looked after children and leaving care services.

Role Title	Total Remuneration	Role Descriptor
Service Lead	£49,313-£52,551	This role leads on operational delivery of aspects of Children's services provision across the city.
Strategic Head of Early Help	£77,172	This role has strategic responsibility for the delivery of the Council's early help approach, and leadership for the delivery of specialist support services to families across the City, including to families with complex dependency issues.
Head of Contact, Referral & Assessment	£66,206	The role provides leadership and operational grip for social work referrals and assessments. The post carries a high level of risk as they are responsible for determining which cases are accepted in to the safeguarding system and which are pushed back to partners to manage through early help arrangements. The total remuneration of this post is up to £70k and is inclusive of a market rate supplement of up to an additional £5k agreed until the end of October 2017, at which point this payment will be reviewed.
Strategic Lead (Early Help & Interventions)	£64,574	This role has lead responsibility for the delivery of early help and interventions, including the delivery of the Complex Families programme, which improves the life chances of families with complex needs

Role Title	Total Remuneration	Role Descriptor
Director of Strategic Commissioning/Adult Social Services	£117,314-£137,045	This role is responsible for a large and complex portfolio and will oversee the development and implementation for the City's health and social care commissioning strategy through the Single Hospital Service and the Local Care Organisation contracts. The role also oversees investment in the development of primary care. This role will replace and take over the responsibilities of the Strategic Director of Adult Social Services role when the present incumbent of said post retires in May 2017.
Strategic Director of Adult Social Services	£127,513	Strategic Director with overall strategic responsibility for adults across the City. The role is also the Council's lead officer in relation to the direct delivery of support services for vulnerable adults and for commissioning for both children and adults. The role is the Council's statutory Director of Adult Social Services. The roleholder has leadership responsibility for the services and individuals below.
Deputy Director of Adult Social Services	£90,419	This role is a deputy to the Strategic Director of Adult Social Services. This role will work with partners and stakeholders to develop the Council's integration with the Local Care Organisation.
Head of Finance	£83,830	This role takes a strategic lead for key elements of the financial management service leading on financial support to Adult Services and the Local Care Organisation, and provides a wider strategic lead role for the development of financial models and approaches to support reform, integration and growth.
Performance & Governance Manager	£49,313-£52,551	This role leads and coordinates the performance and complaints functions working to ensure the effective provision of reliable information in relation to the Local Care Organisation.
Strategic Lead (Locality Delivery)	£64,574	This role is responsible for the operational delivery of integrated and specialist care delivery for adults, and adults safeguarding.
Strategic Business Partner ICT	£64,574-£71,295	This role provides a focused senior level strategic ICT support function to the Local Care Organisation.
Enterprise Architect	£49,313-£52,551	This role is responsible for maintaining the integrity of ICT systems and the consistency of applied architectures across the organisation ensuring that the ICT infrastructure is aligned to long-term MCC strategy.

Role Title	Total Remuneration	Role Descriptor
Head of Strategic Commissioning	£74,175-£83,830	This role has overall strategic responsibility for integrated commissioning across the range of commissioning activity within the Council and working across partnerships at a strategic level.
Strategic Lead (Commissioning)	£64,574	This role heads the management of the Integrated Commissioning Hub, leading on the development and implementation of innovative and evidence based commissioning strategies with a focus on the needs of local communities, whilst promoting joint commissioning with other City Council departments and partners. The role acts as the deputy to the Head of Strategic Commissioning.
Strategic Commissioning Manager	£49,313-£52,551	This role leads on a specific portfolio of commissioning activity for people and place, and drives and develops evidence based commissioning strategies with a focus on the needs of local communities, whilst also considering and implementing joint commissioning with other partners for the provision of Manchester residents.
Deputy Director of Adult Social Services	£90,419-£101,826	This role is a deputy to the Strategic Director of Adult Social Services. This role has lead responsibility for in-house provision of services for families and children including homelessness, day services and learning disability services.
Programme Lead - Health & Social Care Integration	£64,574	This role has strategic responsibility for the implementation and future development of Manchester's in-house service provision.
Business Delivery Operational Manager	£49,313-£52,551	This role has operational management of Manchester's in-house service provision, including Day Services, Respite Care, Supported Accommodation, Reablement, Advice and Benefits, Assistive Technology, Manchester Equipment and Adaptations Service, Community alarms and the Homelessness service.
Head of Adult Social Care	£83,830	This role has overall strategic responsibility for the delivery and coordination of specialist care for adults across Manchester's neighbourhoods and leads on Implementation of the Care Act and setting up framework for the improvement of citywide adult social care. The role has overall strategic responsibility for the implementation of the learning disability strategy.
Strategic Lead (Learning Disability Services)	£64,574	This role is responsible for implementing the reassessment process and the social care offer for people with learning disabilities.

Role Title	Total Remuneration	Role Descriptor
Strategic Lead (Locality & Citywide)	£64,574	This role coordinates and implements the priorities of Health Integration, Care Act implementation and provides support for reform across all areas of adult social care.
Joint Director of Health & Social Care	£127,513	Strategic Director with overall responsibility for health and social care across the Council and the NHS in Manchester in the context of the devolution agreement. This is a joint MCC / NHS role.
Strategic Lead (Health Integration)	£69,588	This role has responsibility for the development of collaborative models for the integrated delivery of community based provision with the NHS at a locality and Clinical Commissioning Group level.
Programme Manager	£49,313-£52,551	This role manages the development of high quality, cost effective integrated assessment services across both MCC and the Health Service.

Role Title	Total Remuneration	Role Descriptor
Director of Population Health & Wellbeing	£97,970	This role is the statutory Director of Public Health and has overall strategic responsibility for public health operations, interventions and activities. The role also has responsibility for the integration of health and wellbeing and prevention into new models for delivery.
Consultant in Public Health	£81,618	This role is the strategic lead for a designated portfolio of work in relation to public health operations, interventions and activities.
Strategic Commissioning Manager	£49,313-£52,551	This role leads on a specific portfolio of commissioning activity for people and place, and drives and develops evidence based commissioning strategies with a focus on the needs of local communities, whilst also considering and implementing joint commissioning with other partners for the provision of Manchester residents.
Consultant in Public Health (Medicine)	£104,731	This role is the strategic lead for a designated portfolio of work in relation to public health operations, interventions and activities.
Strategic Lead (Adults' Public Health)	£64,574	This role is responsible for the development and progression of the public health and health improvement programmes in relation to Adults' Public Health.
Strategic Lead (Children's Public Health)	£64,574	This role is responsible for the development and progression of the public health and health improvement programmes in relation to Children's Public Health.
Strategic Head (Health Intelligence)	£54,999	This role is the strategic lead for a designated portfolio of work in relation to public health intelligence.
Strategic Lead (Older Peoples' Public Health)	£64,574	This role is responsible for the development and progression of the public health and health improvement programmes in relation to Older Peoples' Public Health.

Role Title	Total Remuneration	Role Descriptor
Deputy Chief Executive (People, Policy & Reform)	£132,615	Deputy to the Chief Executive, and Strategic Director with overall strategic responsibility for leading the Council's work on the reform of public services and overall leadership of the Council's activity around people management and development and business change. The roleholder has leadership responsibility for the services and individuals below.
Director of HROD	£93,930	This role is responsible for developing frameworks for consistently good management practice and programmes of cultural change across the Council to support the development of Our Manchester.
Head of HR/OD Service Delivery	£64,574	This role manages all operational Human Resources and Organisational Development activity. This includes, support to managers, policy development, relationships with the trade unions and other external bodies, pay and grading and HR related contract management.
HROD Delivery Lead	£49,313-£52,551	This role is responsible for managing the core HR support and resourcing functions and developing and driving improvements in the support and processes available to managers across the organisation.
Strategic Business Partner (Workforce Strategy)	£68,526	This role takes a strategic lead for elements of the Human Resources and Organisational Development agenda and provides a focused senior level strategic HROD support function in relation to workforce strategy, change and development and equalities.
Strategic Workforce Planning Lead	£49,313-£52,551	This role is responsible for the development and delivery of strategic and innovative HR projects and strategies which support planning for the future organisation. They also provide oversight of the Council's corporate equalities function.
Workforce Change Lead	£49,313-£52,551	This role is responsible for supporting managers in the delivery of the Council's workforce change programme, including restructures and the behaviour change agenda.
Workforce Development Lead	£49,313-£52,551	This role is responsible for managing HR support to the organisation for identification of workforce development needs, and the planning and commissioning of activity to meet those needs.
Strategic Business Partner	£68,526	This role takes a strategic lead for key elements of the Human Resources and Organisational Development agenda and provides a focused senior level strategic HROD support function to the Council's Directorates.

Role Title	Total Remuneration	Role Descriptor
Strategic Business Partner	£68,526	This role takes a strategic lead for key elements of the Human Resources and Organisational Development agenda and provides a focused senior level strategic HROD support function to the Council's Directorates.
Strategic Business Partner	£64,574-£71,295	This role takes a strategic lead for key elements of the Human Resources and Organisational Development agenda and provides a focused senior level strategic HROD support function to the Council's Directorates.
Head of Reform & Innovation	£74,175	This role leads on the development and implementation of innovative and evidence based strategies with a focus on the driving innovation across the organisation and its partners.
Strategic Lead (Business Change)	£68,526	This role provides whole system and sector analysis to inform public sector reform and to enable the implementation of new system-wide services with public sector partners and other local authorities.
Strategic Lead (Early Intervention & Prevention)	£64,574	This role manages a programme of research and analytical activity focused on assessing and understanding the benefit of early intervention and prevention activities at both the individual and organisational level across the City and wider City Region.
Strategic Lead (Public Service Reform)	£64,574	This role coordinates and implements the delivery of Public Sector Reform in Manchester, developing new delivery models that can be scaled-up quickly working across the public sector and with government.
Head of Policy, Partnerships & Research	£74,175	The role manages the Policy, Partnerships and Research function which provides policy advice and support to senior Officers and members across the organisation and commissions strategic research on a range of issues. The role is also the Council's lead officer for the coordination of partnership working and economic and environmental strategy.
Policy & Strategy Manager	£62,066	This role manages a wide ranging policy agenda, providing effective and high level advice, briefing and analysis to senior officers, elected members and key stakeholders to support achieving the authority's strategic objectives
Strategic Lead (Resource & Programmes)	£57,340	This role has lead responsibility for the management and co-ordination of a wide range of national, sub regional and European regeneration programmes for the authority, including development of funding bids at both city and city region levels in support of our strategic regeneration and economic growth objectives.

Role Title	Total Remuneration	Role Descriptor
Deputy Chief Executive (Growth & Neighbourhoods)	£127,513	Deputy to the Chief Executive, and Strategic Director with overall strategic responsibility for the delivery and quality of services provided to Manchester's neighbourhoods and driving the growth and regeneration of the City. The role is also the corporate leadership role for the Our Manchester Project and has leadership responsibility for the services and individuals below.
Assistant Chief Executive	£94,072	Assistant Chief Executive provides direct support to the Strategic Management Team on all matters related to the regenerative and commercial growth of the City and the delivery of the 'Our Manchester' project and the Town Hall Transformation Programme.
Director of Neighbourhoods	£94,072	This role manages the delivery and integration of services at a neighbourhood level, leading the transformation of the Neighbourhood focussed function. The role has responsibility for universal services provided at a neighbourhood level as well as crime and disorder strategy. The role is also the authority's lead officer in relation to Civil Contingencies.
Head of Business Units	£74,175	This role manages the business unit's functions within the Directorate which work to generate income for the Authority as well as peruse the organisations objectives. This includes, markets, the Town Hall, cemeteries, pest control, fleet management and building cleaning and catering.
Senior Facilities Manager	£57,340	This role is responsible for the strategic and operational management of facilities management ensuring the development and delivery of a range of trading/income initiatives to optimise commercial opportunities.
Head of Commissioning & Delivery	£83,830	This role is responsible for the overall coordination and integration of neighbourhood focused functions either commissioned or directly delivered by the Council. It has responsibility and strategic oversight for Waste, Recycling and Street Cleansing, management of public realm including Grounds Maintenance, Leisure, Parks, Green Spaces and Allotments, and Community Events.
Citywide Support Lead	£61,933	This role manages the Highways Service across the city and is responsible for delivering high quality highways inspection and compliance services in accordance with the Highways Asset Management Plan.
Strategic Lead (Neighbourhoods)	£64,574	This role manages the delivery of universal neighbourhood services (e.g. Licensing Compliance, Parking Enforcement, etc) at a Strategic Regeneration Framework area. It also leads on the development of neighbourhoods through the creation and management of Place Plans and Ward Plans.

Role Title	Total Remuneration	Role Descriptor
Strategic Lead (Neighbourhoods)	£64,574	This role manages the delivery of universal neighbourhood services (e.g. Licensing Compliance, Parking Enforcement, etc) at a Strategic Regeneration Framework area. It also leads on the development of neighbourhoods through the creation and management of Place Plans and Ward Plans.
Strategic Lead (Neighbourhoods & City Centre)	£64,574	This role manages the delivery of universal neighbourhood services (e.g. Licensing Compliance, Parking Enforcement, etc) at a Strategic Regeneration Framework area. It also leads on the development of neighbourhoods through the creation and management of Place Plans and Ward Plans. This role also has neighbourhood oversight for the City Centre
Strategic Lead (Compliance & Community Safety)	£66,307	This role manages a wide range of compliance and enforcement functions, as well as the Community Safety function, working closely with Neighbourhood Teams to plan and deliver effective and appropriate programmes of compliance, enforcement and community safety activity.
Community Safety Lead	£49,313-£52,551	This role works closely with the Neighbourhood Teams to ensure the successful planning and effective delivery of the citywide community safety function.
Compliance & Enforcement Lead	£49,313-£52,551	This role works closely with the Neighbourhood Teams to ensure the successful planning and effective delivery of appropriate compliance and enforcement programmes.
Strategic Lead (Parks, Leisure & Community Events)	£64,574	This role has responsibility for the management of parks, leisure and community events, including contract management of commissioned leisure services
Strategic Lead (Libraries, Galleries & Culture)	£64,574	This role manages the Library Strategy and delivery and development of the library, information and archive services across the city, including supporting local access. It also provides strategic oversight for the Council's cultural offer delivered within neighbourhoods, and provides operational management support to the Manchester Art Gallery
Deputy Director of Manchester City Galleries	£49,313-£52,551	This role manages Manchester Art Gallery on a day-to-day basis, and supports the Director of Manchester City Galleries (employed by the University of Manchester) in identifying, prioritising and resolving strategic organisational issues.
Strategic Lead (Waste, Recycling & Street Cleansing)	£64,574	This role has responsibility for the management of waste, recycling and street cleansing, including contract management of commissioned waste services.

Role Title	Total Remuneration	Role Descriptor
Head of Civil Contingencies & Resilience	£63,178	This role leads on civil contingencies and emergency planning for Greater Manchester, working collaboratively with emergency responders, local businesses and voluntary organisations across the City Region to ensure effective emergency preparedness and compliance with the local authority civil contingency obligations.
Head of Planning, Licensing & Building Control	£74,175	This role manages the Council's planning, licensing and building control functions which ensuring the effective delivery of these statutory compliance functions whilst supporting neighbourhood and citywide development and growth priorities.
Development & Special Project Manager	£64,574	This role leads on the provision of specialist technical planning advice and support to strategic developments within the City.
Head of Work & Skills	£83,830	This role provides strategic leadership to the skills and reform agenda, driving a strategic approach to employment and skills across the organisation and at a Greater Manchester level, working with the Director of Education & Skills to maximise the benefits of employment and skills opportunities including from the GM Devolution Deal.
Project Director (Our Town Hall)	£120,000-£140,000	This role is responsible for leading and delivering all aspects of the refurbishment of the Town Hall programme, including the design and construction, procurement, supplier management and cultural change.

Role Title	Total Remuneration	Role Descriptor
Strategic Director (Development)	£122,412	Strategic Director with overall strategic responsibility for the strategic development programmes, leading major commercial and residential development programmes across the City. This involves the leadership of multi-disciplinary teams drawn from across the City Council and key partners. The role also has leadership for the, Corporate Property, Strategic Development and Strategic Housing functions. The role has leadership responsibility for the services and individuals below.
Director of Development & Corporate Estate	£90,419-£101,826	This role has lead responsibility for driving forward Commercial Development and activity, providing support to the Residential Growth led initiatives along with the management of the investment and operational estates.
Head of Corporate Estates & Facilities	£78,715	This role leads and manages a team of client relationship managers, ensuring excellent customer care through engaging with both internal and external customers to understand business and operating environments and translating those customer requirements and objectives into property requirements.
Head of Corporate Estates	£58,917	This role works closely with both internal and external customers and is accountable for the successful delivery of all property/delivery related services in an assigned portfolio area, including strategic planning around property assets.
Head of Facilities Management	£61,206	This role leads on the provision of facilities management across Manchester City Council's property portfolio, including building cleaning, reactive maintenance and planned preventative maintenance.
Strategic Lead (Cultural Development)	£71,295	This role heads identified transformational regeneration initiatives including identified cultural schemes that are spatially-focused to support the transformation and regeneration of the city. This involves the leadership of multi-disciplinary teams drawn from across the City Council and key partners.
Head of Development	£74,175-£83,830	This role leads the Property Development Team within Strategic Development to deliver identified transformational regeneration initiatives including identified development schemes that are spatially-focussed to support the transformation and regeneration of the city.
Development Manager	£63,308	This role takes a strategic lead in the provision of property advice and input into major commercial and residential development schemes.
Development Manager	£63,308	This role takes a strategic lead in the provision of property advice and input into major commercial and residential development schemes.

Role Title	Total Remuneration	Role Descriptor
Development Manager	£63,308	This role takes a strategic lead in the provision of property advice and input into major commercial and residential development schemes.
Head of City Centre Growth & Regeneration	£75,750	This role provides the leadership for the City Centre, working with business, the development community and other key stakeholders to drive forward commercial, residential and other associated growth initiatives,
City Centre Development Manager	£72,320	This role works closely with both internal and external customers and is accountable for the successful delivery of all property/delivery related services in an assigned portfolio area, including strategic planning around property assets.
Manager of City Centre Public Services	£63,178	This role co-ordinates with all City Centre stakeholders to lead on the production and implementation of a single strategic plan for City Centre leadership and management.
City Centre Growth Manager	£57,340-£63,308	This role is responsible for leading and driving a wide portfolio of new and existing City Centre initiatives in partnership with a wide range of senior stakeholders within the City and at a regional and national level.
Director of Housing & Residential Growth	£90,419	This role heads the Strategic Housing function providing leadership to the development, review and implementation of the Housing Strategy and Housing contributions to Strategic Regeneration Frameworks (SRF's), Local Plans and other relevant Economic Strategies/Policies, working closely with partners across Greater Manchester. This role is also the Chief Executive of Manchester Place and is responsible for the delivery of all residential growth activity.
Head of Housing	£64,574	This role manages the Strategic Housing function, working to implement the Council's Housing Strategy and Housing contributions to Strategic Regeneration Frameworks (SRF's), Local Plans and other relevant Economic Strategies/Policies.
Housing Investments Manager	£49,313-£52,551	This role leads on securing and directing resources for strategic investment projects in relation to housing and is accountable for the successful delivery of high value, large scale, long-term programmes of work,.
Housing Strategy & Partnerships Manager	£49,313-£52,551	This role leads on the development and implementation of innovative strategies and policies in relation to housing, particularly in relation to the Council's relationships with Registered Social Landlords and Arms-Length Management Organisations.

Role Title	Total Remuneration	Role Descriptor
Head of Residential Growth	£72,837	This role heads identified transformational regeneration initiatives including identified residential schemes that are spatially-focused to support the transformation and regeneration of the city outside the City Centre core. This involves the leadership of multi-disciplinary teams drawn from across the City Council and key partners.
Housing Investments Manager	£49,313-£52,551	This role leads on securing and directing resources for strategic investment projects in relation to housing and is accountable for the successful delivery of high value, large scale, long-term programmes of work,.

Role Title	Total Remuneration	Role Descriptor
City Solicitor	£127,513	City Solicitor with overall strategic responsibility for legal and democratic compliance across the organisation and management of the City Solicitor's Services portfolio. This role is the Council's statutory Monitoring Officer as well as for the Greater Manchester Combined Authority.
Assistant City Solicitor / Deputy Monitoring Officer	£67,183	This role takes a strategic lead for key elements of the City Solicitor's portfolio leading on democratic and constitutional activities and support to the Greater Manchester Combined Authority. This role also acts as Deputy Monitoring Officer for the Combined Authority.
Deputy City Solicitor	£99,830	This role heads the Council's legal services function, and is responsible for protecting the Council's interests and supporting the organisation's operation and decision making processes. This role also acts as Deputy Monitoring Officer for the Local Authority.
Head of Development & Investment	£74,175-£83,830	This role leads on the work programme of delivery of the growth agenda and regeneration work across Manchester and Salford, including commercial, property, planning and highways. The role also provides legal support to the Greater Manchester Combined Authority in relation to investment and development activity
Group Manager	£69,000	This role leads on the provision of professional legal services in relation to a portfolio of legal disciplines.
Head of Children's & Families	£83,830	This role manages the provision of full legal support to both Manchester & Salford Children & Families Directorates including the delivery of safeguarding advice to both council's Children's Safeguarding Boards. The role is also responsible for the development of an in house advocacy service to the AGMA authorities.
Head of Governance	£74,175-£83,830	This role is responsible for the delivery of governance advice, assistance and support to Manchester, Salford and the Greater Manchester Combined Authority.
Group Manager	£69,000	This role leads on the provision of professional legal services in relation to a portfolio of legal disciplines.
Head of Business Support & Development	£49,313-£52,551	This role is responsible for the management of the legal services finance team, all billing and finance functions and the development of business support systems and databases.

Role Title	Total Remuneration	Role Descriptor
Head of People, Place & Regulation	£83,830	This role takes a strategic lead for key elements of the legal service leading on support to education, employment, health and community, litigation, democratic services and regulatory and housing issues across the organisation. The role also leads on maximising income generation for Legal Services and manages the strategic relationship with Salford City Council.
Group Leader (Litigation & Employment)	£49,313-£52,551	This role leads on the provision of professional legal services in relation to a portfolio of legal disciplines.
Group Leader (Regulatory & Housing)	£49,313-£52,551	This role leads on the provision of professional legal services in relation to a portfolio of legal disciplines.
Head of Commercial & Strategic Developments	£74,175-£83,830	This role provides a specialist commercial legal service to the organisation, lending high level legal support to high value high profile projects which focus on economic growth, investment and transformation. The total remuneration for this post is up to £101,330 and is inclusive of up to an additional £17.5k market rate supplement.
Head of Executive Office	£68,526	This role has overall responsibility for the Executive Office and effective management and development of governance processes to support decision makers to develop and implement policy and financial decisions. The post holder will also act as Deputy Returning Officer, Deputy Regional Returning Officer and Deputy Electoral Registration Officer for all elections and referenda.
Head of Strategic Communications	£65,865	This role provides strategic management to the Communications service and drives both internal and external communications and ensures the maximisation of commercial opportunities.
Communications Lead (Content & Strategy)	£49,313-£52,551	This role manages the delivery and development of Manchester's communications strategy, including leading and coordinating authority wide planning of digital activities and support to internal customers. The role also has management responsibility for the Press Office.
Communications Lead (Operations & Commercial)	£49,313-£52,551	This role manages the delivery of operational Communications functions, including the print room, design functions, translations and internal communications, as well as generating income through exploiting commercial opportunities.

Role Title	Total Remuneration	Role Descriptor
Head of Electoral Services	£49,313-£52,551	This role leads Manchester City Council's Electoral Services and leads and manages the elections and electoral registration functions across the City Council, supervising the delivery of all elections. The roleholder also leads on discrete programmes on work in relation to the democratic and electoral work of the Council.

An individual is not currently held against the agreed Manchester City Council structure but is remunerated at over £50,000. The most recent roles this individual was held against is listed below, alongside duties they are currently undertaking:

Role Title	Total Remuneration	Role Descriptor
Capital Programmes Manager	£53,547	This individuals is currently providing senior level support within Capital Programmes & Property whilst new structures are developed and embedded.

## **Scope**

The information published is accurate and inclusive of all those staff directly employed by Manchester City Council, It does not include:

- Staff employed by a third party contracted to work for the authority
- Staff on secondment to the authority, whose rate of pay is not determined by the Authority
- Staff on secondment from the authority whose rate of pay is not determined by the Authority and whose salary details and published elsewhere
- All staff working in schools

## **Structure validity**

The attached structure is reflective of the organisational structure in April 2017.

## **Footnotes from the organisational structure chart**

1. This post will replace the Strategic Director of Adult Social Services when the current individual in that role retires in May 2017.
2. This post also has a reporting line into the Chief Accountable Officer of the Manchester Health & Care Commissioning Group.
3. This Officer provides additional support to the Greater Manchester Combined Authority. No additional payment is made to the individual for this work. In return for work in relation to the Combined Authority, a contribution is made to the City Council of £25,000 per annum.
4. This post is currently covered by interim arrangements.
5. The individual in this post works part time hours and therefore does not receive individual remuneration at the same level as the declared 1 FTE salary.
6. This post is currently covered through a secondment arrangement from the National Health Service.
7. This post will remain vacant pending deletion in the 2018/19 financial year towards budget savings.
8. The individual in this post is completing the responsibilities of the role on an interim basis.
9. This post is part-funded by AGMA.
10. The deployment of this post contributes towards the development and integration of Manchester's joint Care & Commissioning strategy.
11. This post is hosted by Manchester City Council and jointly funded by Manchester City Council and the Clinical Commissioning Groups.

12. The Director of Core Cities is hosted by Manchester City Council and undertakes work for and is funded equally by all of the Core Cities.
13. The Head of Civil Contingencies & Resilience is hosted by Manchester City Council and funded by AGMA.
14. This post reports to the Director of Galleries, employed by the University of Manchester as part of Manchester City Council's partnership arrangements. It is shown as reporting to the Strategic Lead (Libraries, Galleries & Culture) as the Director of Galleries is not employed by Manchester City Council.
15. The individual in this post is fulfilling additional responsibilities via an honorarium arrangement until May 2017.

## Appendix: Grades & Pay

	SCP/Point	Salary
Grade 12	54	£49,313
	55	£50,375
	56	£51,455
	57	£52,551
SS1	11	£57,340
	12	£58,494
	13	£59,656
	14	£60,849
	15	£62,066
	16	£63,308
SS2	21	£64,574
	22	£65,865
	23	£67,183
	24	£68,526
	25	£69,897
	26	£71,295

	SCP/Point	Salary
SS3	31	£74,175
	32	£75,659
	33	£77,172
	34	£78,715
	35	£80,289
	36	£83,830
SS4	41	£90,419
	42	£92,227
	43	£94,072
	44	£95,953
	45	£97,872
	46	£99,830
	47	£101,826
SS5	51	£117,314
	52	£119,306
	53	£122,412
	54	£127,513
	55	£131,723
	56	£137,045
SS6	61	£195,000