

## **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 a position on the 1<sup>st</sup> July 2015 and will be updated periodically.

The subsequent pages include

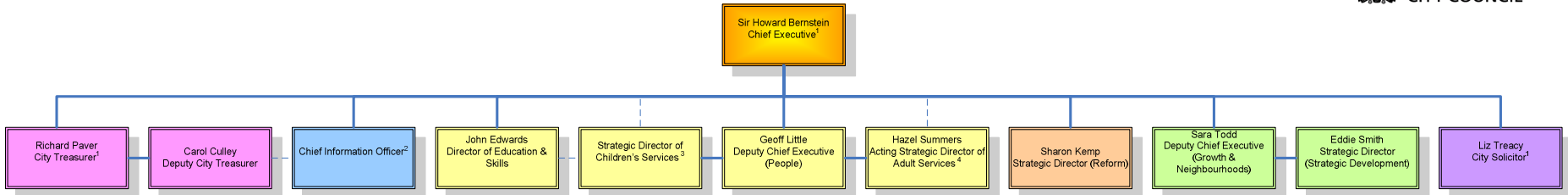
- An organisational chart of the agreed structure of the local authority
- Post titles, salary level and key responsibilities for each senior officer, with salary levels inclusive of any honoraria, pay protection or market rate supplement the individual may be receiving.

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

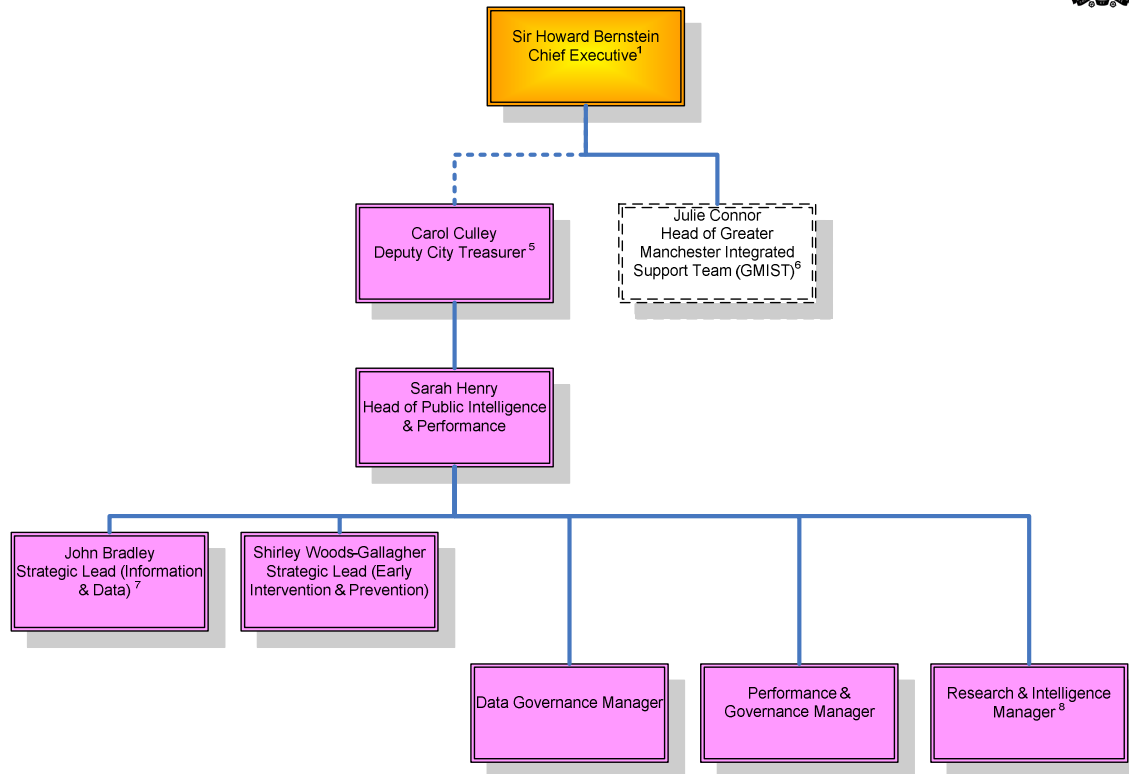
### ***Pay Multiple***

The salary multiple between the highest paid officer (the Chief Executive) and the median rate for all officers, as set out in Manchester City Council's pay policy statement which was agreed at Council on 6<sup>th</sup> March 2015, is 8.89:1.


Strategic Management Team



Chief Executive's Other Direct Reports

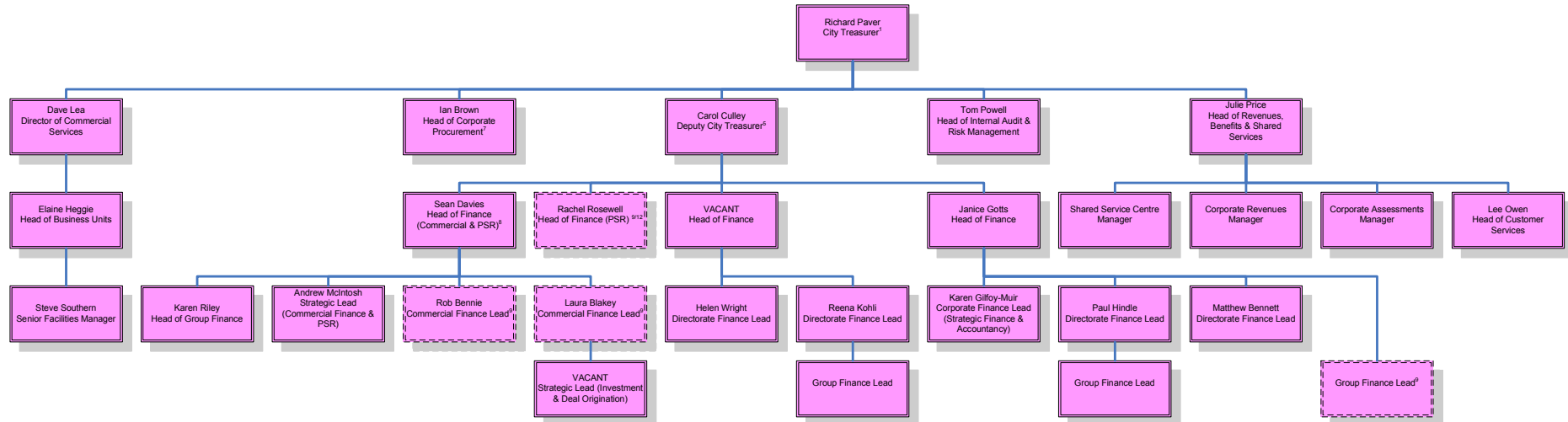


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Roles surrounded by a dotted line are funded externally. Details of funding sources can be found in the relevant footnote.

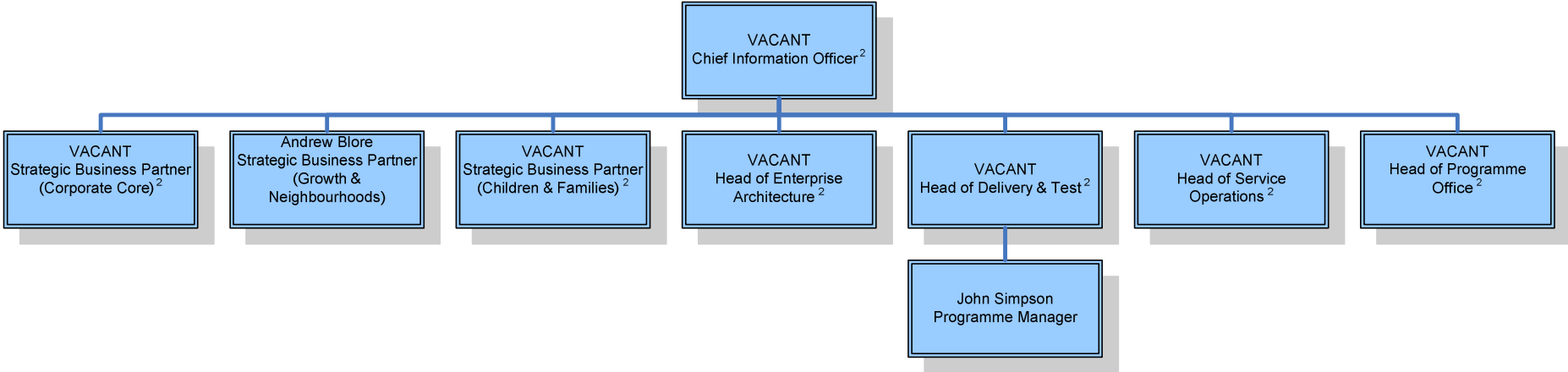
Corporate Core: Corporate Services



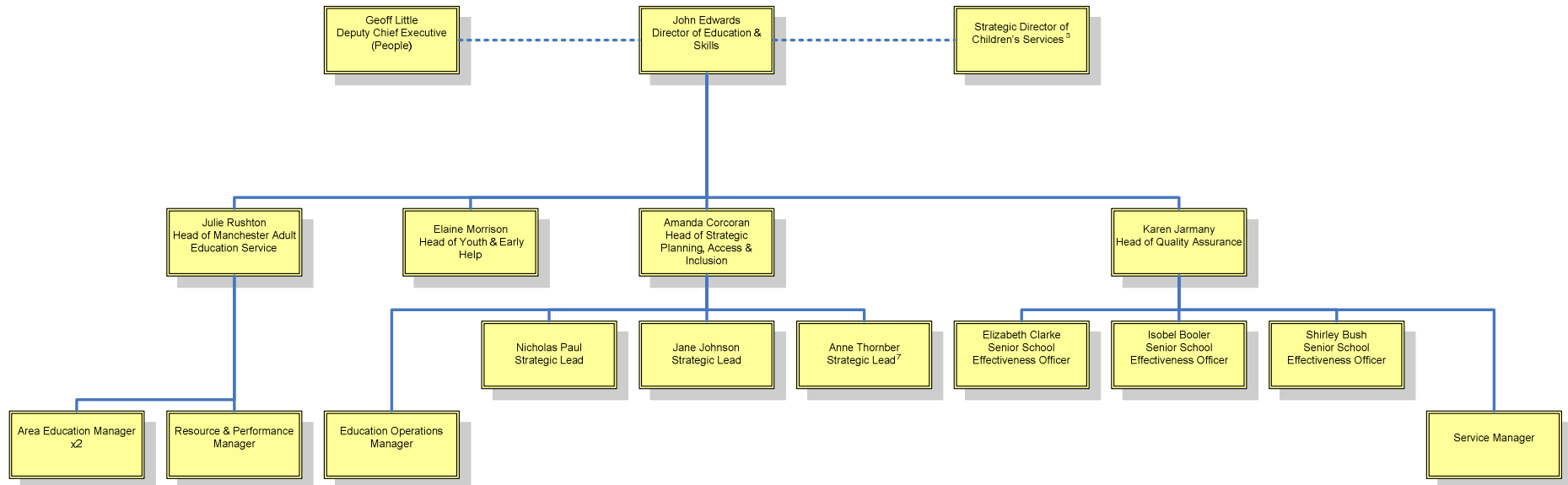
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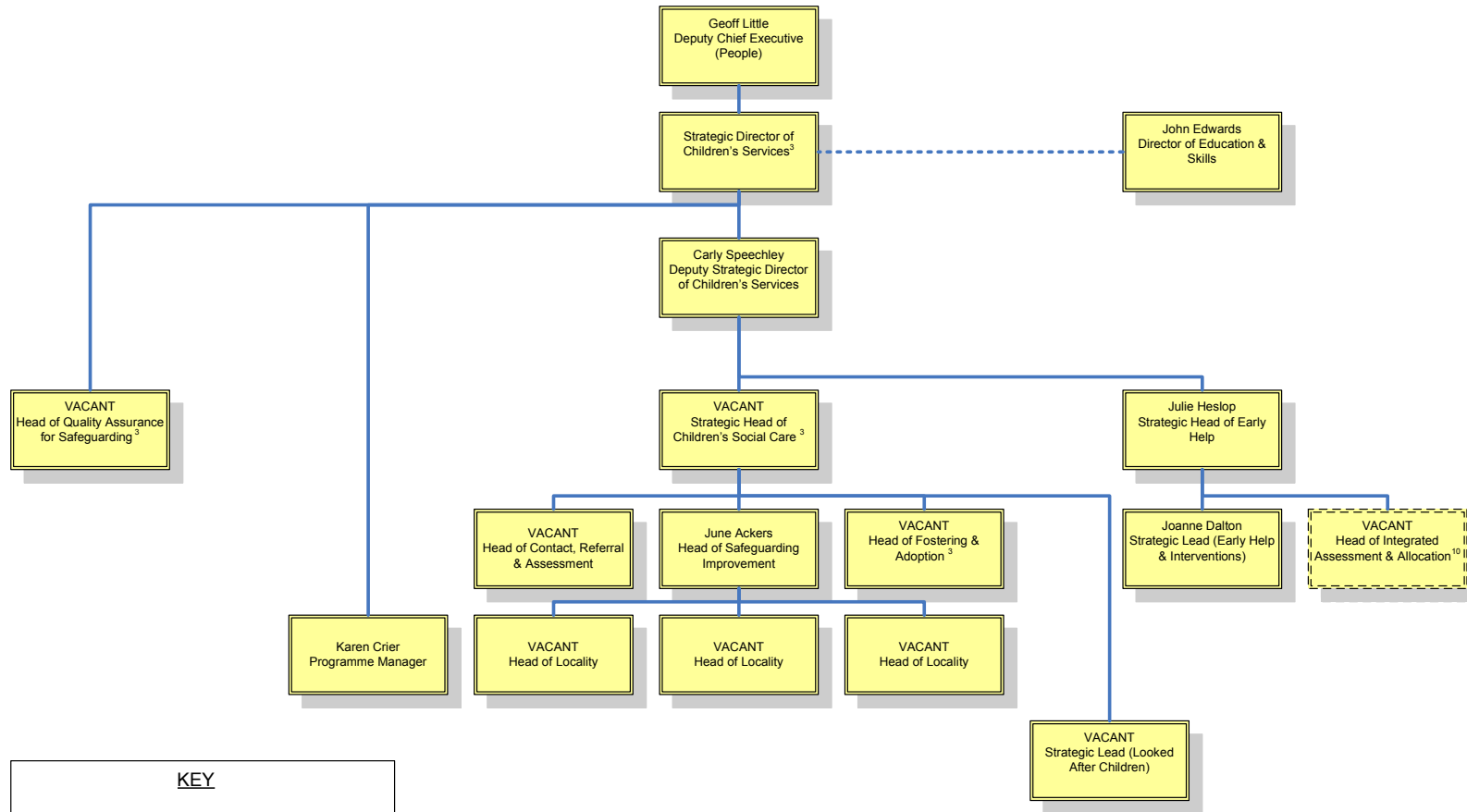
Corporate Core: ICT




Directorate for Children & Families: Education & Skills



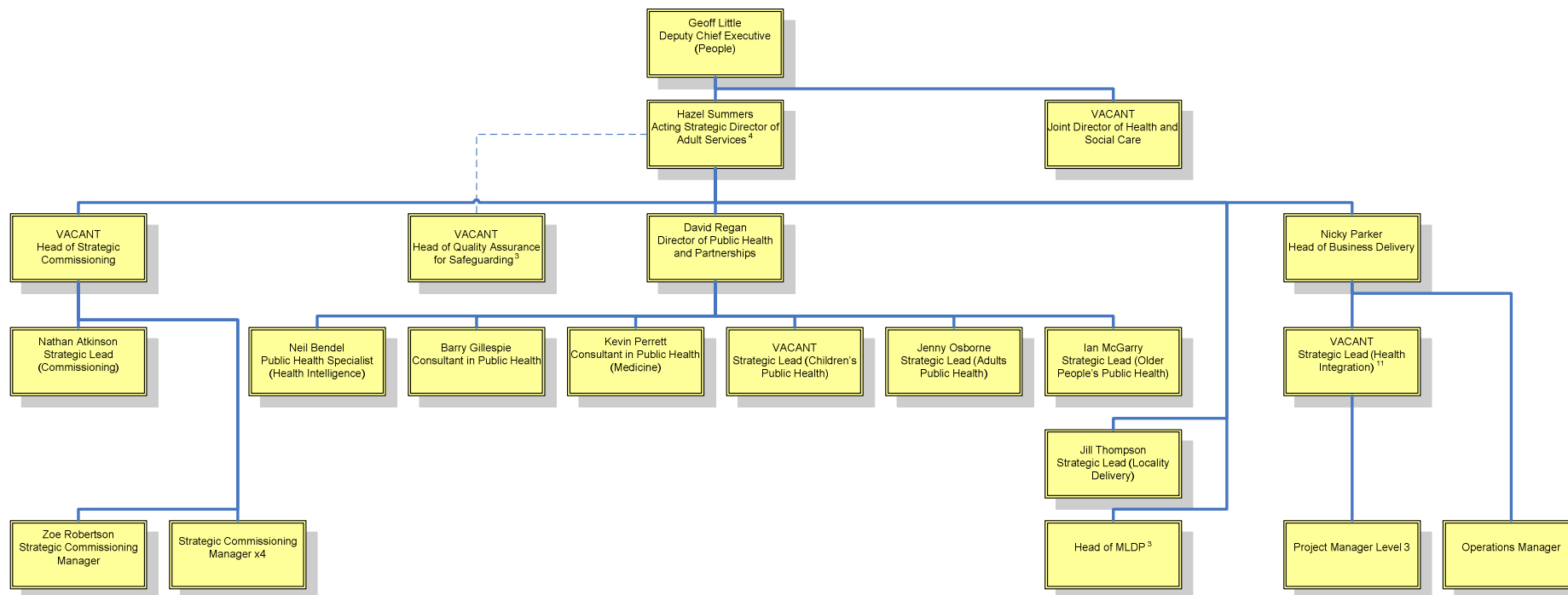
Directorate for Children & Families: Children's Services



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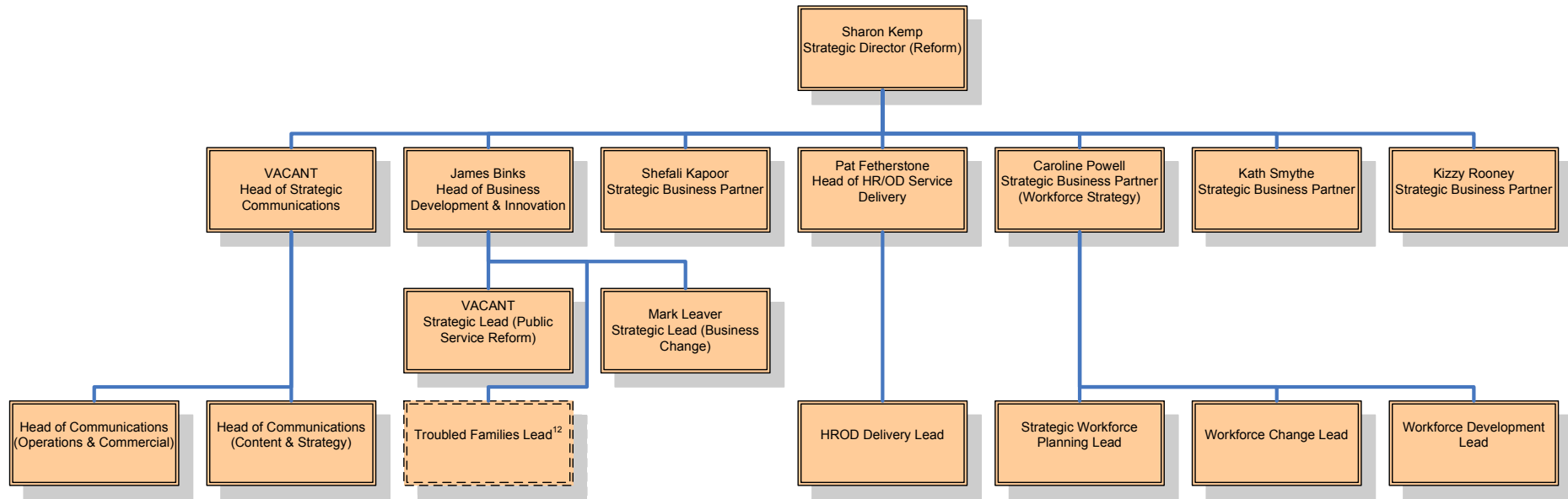
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Directorate for Children & Families: Adult Services






Corporate Core: Reform

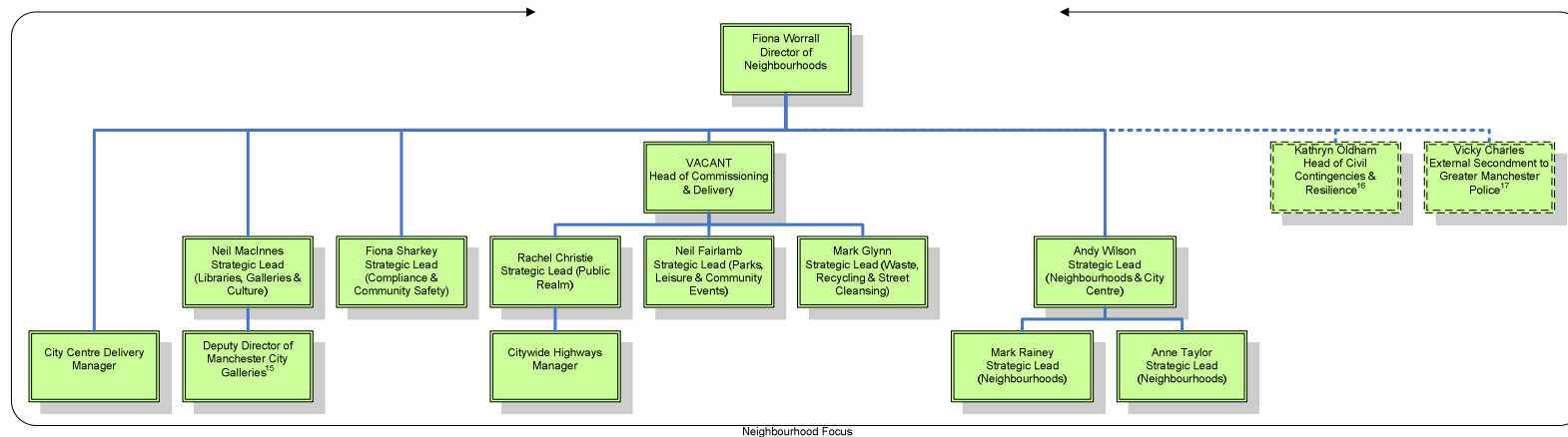
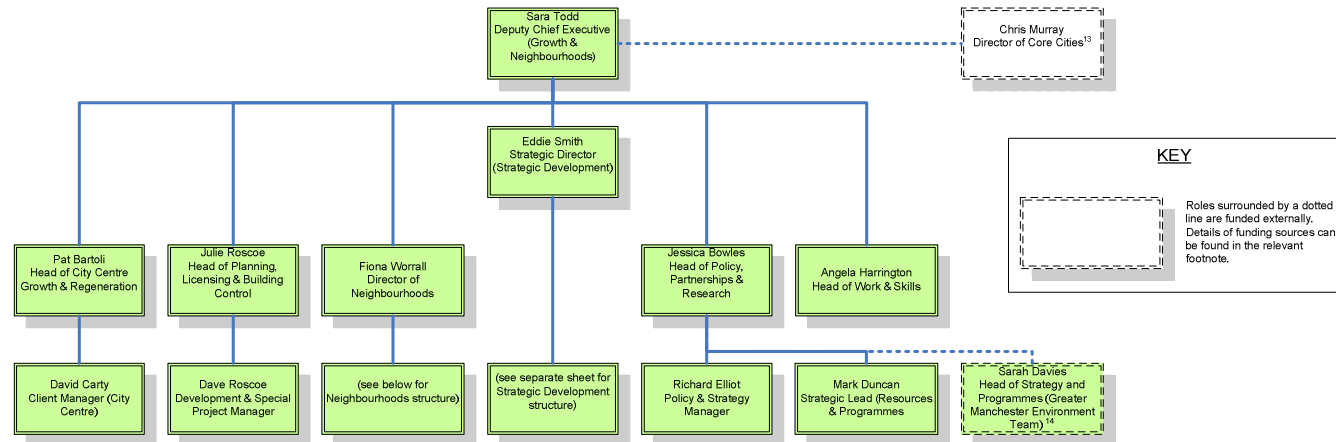


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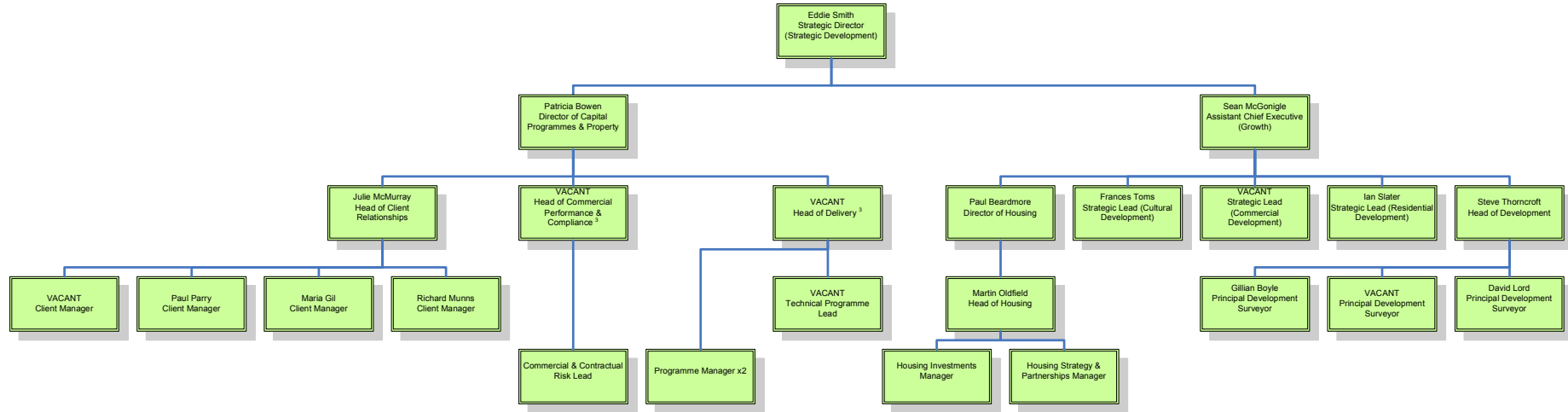


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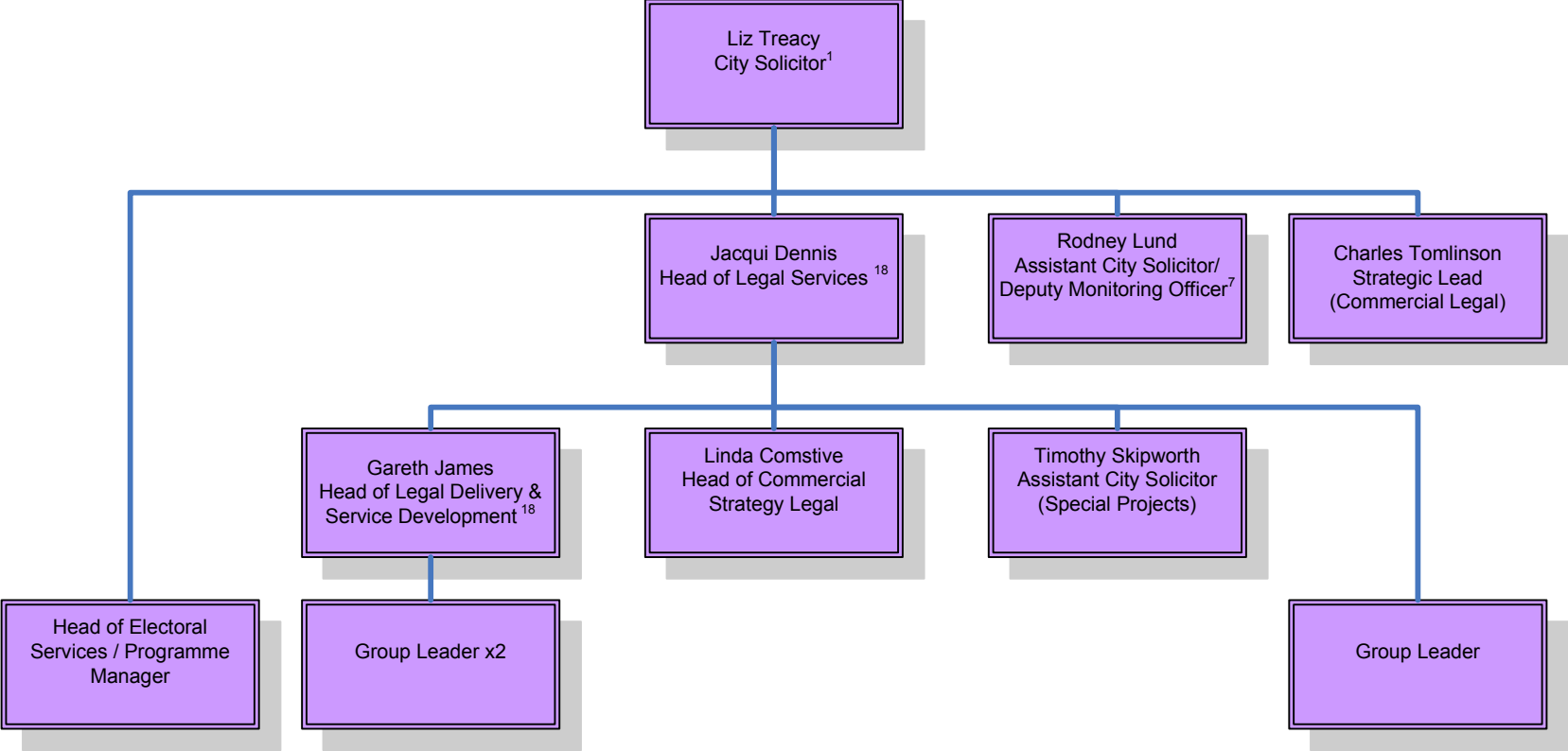
Directorate for Growth & Neighbourhoods



Neighbourhood Focus



Corporate Core: City Solicitors



Role Title	Total Remuneration	Role Descriptor
Chief Executive	£ 203,934	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 Clerk to the Transport for Greater Manchester Committee, Returning Officer in respect of local, Parliamentary and European elections and Leader of the Wider Leadership Team for Greater Manchester as Head of the Paid Service for the Greater Manchester Combined Authority.
Head of Greater Manchester Integrated Support Team	£ 82,579	This role heads the Greater Manchester Integrated Support Team which provides a hub for hosting all support functions for the Greater Manchester Combined Authority and its Committees, AGMA and its Commissions, the Greater Manchester Local Enterprise Partnership and other Greater Manchester level bodies. This role is hosted by Manchester City Council, but manages a virtual team of officers employed across the conurbation.

Role Title	Total Remuneration	Role Descriptor
Head of Public Intelligence & Performance	£ 71,352	This role heads the Council's Public Intelligence & Performance function which provides a coordinated function managing work and leading development and innovation across the organisation in relation to performance management, business planning, governance, complaints, intelligence and data governance and management.
Strategic Lead (Information & Data)	£ 62,762	This role takes a strategic lead role for data governance and management across the organisation, setting standards and strategies and coordinating systems and approaches with regard to both data on the organisation and corporately held data on the City. The role also acts as the organisation's lead officer in relation to the national census.
Strategic Lead (Early Intervention & Prevention)	£ 61,933	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.
Data Governance Manager	£48,342 - £51,516	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.

Role Title	Total Remuneration	Role Descriptor
Performance & Governance Manager	£48,342 - £51,516	This role leads and coordinates the authority's performance and business planning functions to ensure the effective provision of reliable information and ensures that effective governance processes are in place to support of decision making processes.
Research & Intelligence Manager	£48,342 - £51,516	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..
City Treasurer	£ 154,914	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 Officer and acts as a statutory officer for the Greater Manchester Combined Authority. The roleholder has leadership responsibility for the services and individuals below.
Director of Commercial Services	£ 87,779	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.

Role Title	Total Remuneration	Role Descriptor
Head of Business Units	£ 71,352	This role manages the business units 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	£ 53,560	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.
Head of Revenues Benefits & Shared Services	£ 86,700	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.
Shared Service Centre Manager	£48,342 - £51,516	This role leads the Council's Shared Service Centre, including management of the Council's strategic pensions 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
Corporate Revenues Manager	£48,342 - £51,516	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.
Corporate Assessments Manager	£48,342 - £51,516	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.
Head of Customer Services	£ 60,000	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.
Head of Corporate Procurement	£ 71,352	This role heads the Council's procurement function, and is responsible for delivering integrated procurement and contract management across the organisation in line with legal requirements.
Head of Internal Audit & Risk Management	£ 71,352	This role heads the 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.

Role Title	Total Remuneration	Role Descriptor
Deputy City Treasurer	£ 91,800	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 roles acts as the deputy to the organisation's Section 151 Officer (City Treasurer). The role has leadership responsibility for: Financial Management and Public Intelligence & Performance.
Head of Finance (PSR)	£ 71,352	This role takes a strategic lead for key financial elements of the City and City Region's work around Public Service Reform with a specific focus on developing models and approaches related to health and social care devolution in Greater Manchester
Head of Finance	£ 71,352	This role takes a strategic lead for key elements of the financial management service leading on financial support to the Directorate for Children & Families, and provides a wider strategic lead role for the development of financial models and approaches to support reform, integration and growth.
Directorate Finance Lead	£ 57,341	This role takes a lead on the provision of financial management services and provides support for a specific directorate.
Directorate Finance Lead	£ 57,341	This role takes a lead on the provision of financial management services and provides support for a specific directorate.

Role Title	Total Remuneration	Role Descriptor
Group Finance Lead	£48,342 - £51,516	This role leads on the provision of financial management services to a portfolio of services.
Head of Finance	£71,352	This role takes a strategic lead for key elements of the financial management service leading on financial support to the Corporate Core and the Directorate for Growth & Neighbourhoods, financial accounting and strategic financial planning as well as providing financial support to the Greater Manchester Combined Authority, and provides a wider strategic lead role for the development of financial models and approaches to support reform, integration and growth.
Corporate Finance Lead (Strategic Finance & Accountancy)	£56,774	This role takes a strategic lead on the provision of financial management services and provides support in relation to strategic revenue and capital finance and accountancy.
Directorate Finance Lead	£57,341	This role takes a lead on the provision of financial management services and provides support for a specific directorate.
Directorate Finance Lead	£57,341	This role takes a lead on the provision of financial management services and provides support for a specific directorate.

Role Title	Total Remuneration	Role Descriptor
Head of Finance (Commercial & PSR)	£ 71,352	This role takes a strategic lead for key elements of the financial management service leading on commercial finance aspects of the Council's operations and the financial elements of the Public Sector Reform agenda and investment programme at a City Region level, and provides a wider strategic lead role for the development of financial models and approaches to support reform, integration and growth.
Strategic Lead (Commercial Finance & PSR)	£ 65,030	This role provides financial support to senior managers by identifying, advising on, and managing the financial aspects of high level commercial initiatives and projects linked to Public Sector Reform undertaken by the Council and other partner local authorities.
Commercial Finance Lead	£ 65,030	This role supports the development of investment at an AGMA level and develops future investment projects to support the regeneration of the City Region as a whole and of specific neighbourhoods.
Commercial Finance Lead	£ 65,030	This role supports the development of investment submitted by AGMA authorities and develops future projects to support the regeneration of the City Region as a whole and of specific neighbourhoods.
Head of Group Finance	£ 56,210	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.

Role Title	Total Remuneration	Role Descriptor
Strategic Lead (Investment & Deal Origination)	£ 56,774	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.
Chief Information Officer	£ 100,000	This role has overall 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. This post has a market rate supplement of up to an additional £50k agreed until the end of March 2017, at which point this payment will be reviewed.
Strategic Business Partner (Corporate Core)	£ 65,000	This role provides a focused senior level strategic ICT support function to the Corporate Core.
Strategic Business Partner (Children & Families)	£ 65,000	This role provides a focused senior level strategic ICT support function to the Directorate for Children & Families.
Strategic Business Partner (Growth & Neighbourhoods)	£ 65,000	This role provides a focused senior level strategic ICT support function to the Directorate for Growth & Neighbourhoods.
Head of Enterprise Architecture	£ 80,000	This role is responsible for the Council's technical architecture, ensuring that ICT developments and infrastructure are aligned to the strategic requirements of Directorates. This post has a market rate supplement of up to an additional £10k agreed until the end of March 2017, at which point this payment will be reviewed.

Role Title	Total Remuneration	Role Descriptor
Head of Delivery & Test	£ 70,000	This role is responsible for the control and delivery of ICT projects ensuring alignment with the ICT Strategy and Directorate priorities. This post has a market rate supplement of up to an additional £10k agreed until the end of March 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.
Head of Service Operations	£ 70,000	This role is responsible for delivery of technical support to the organisation. This includes the development of roadmaps in line with the ICT strategy. This post has a market rate supplement of up to an additional £10k agreed until the end of March 2017, at which point this payment will be reviewed.
Head of Programme Office	£ 55,000	This role is responsible for overseeing the governance, coordination and alignment of the Council's programme of major ICT developments.
Director of Education & Skills	£ 115,002	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.

Role Title	Total Remuneration	Role Descriptor
Head of Manchester Adult Education Service	£ 70,439	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 Education Manager	£48,342 - £51,516	This role leads the delivery of education opportunities for adults in a specific geographical area of the City.
Resource & Performance Manager	£48,342 - £51,516	This role leads the support functions for adult education services, including learner support, administration and performance measurement.
Head of Youth & Early Help	£ 61,933	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.
Head of Strategic Planning, Access & Inclusion	£ 67,095	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	£ 53,560	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.

Role Title	Total Remuneration	Role Descriptor
Strategic Lead	£ 53,560	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.
Strategic Lead	£ 53,560	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.
Education Operations Manager	£48,342 - £51,516	This role leads on operational and strategic links to client services in relation to travel coordination for children with special educational needs, and Crossing Patrol and Integrated Education Healthcare Plans.
Head of Quality Assurance	£ 67,095	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	£ 65,881	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.



Role Title	Total Remuneration	Role Descriptor
Senior School Effectiveness Officer	£ 65,881	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.
Senior School Effectiveness Officer	£ 65,881	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.
Service Manager	£48,342 - £51,516	This role leads on operational and strategic links to in relation to the delivery and commissioning of Early Years provision across the city.
Deputy Chief Executive (People)	£ 130,002	Deputy to the Chief Executive, and Strategic Director with overall strategic responsibility for specialist care delivery for children and adults, and for the development, management and improvement of commissioning processes and systems. The roleholder is also currently responsible for driving transformation and performance improvement across the organisation. The roleholder has leadership responsibility for the services and individuals below.

Role Title	Total Remuneration	Role Descriptor
Strategic Director of Children's Services	£ 120,000	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 both children and adults, 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.
Head of Quality Assurance for Safeguarding	£ 76,500	This role takes a strategic lead for safeguarding for children and vulnerable adults, and leads on Quality Assurance for safeguarding and oversees both the Children's and Adults Safeguarding Board, SIU, Adoption and commissioning and quality assurance of the city-wide Youth Offending Service.
Deputy Strategic Director of Children's Services	£ 105,000	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.
Strategic Head of Children's Social Care	£ 90,000	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.

Role Title	Total Remuneration	Role Descriptor
Head of Contact, Referral & Assessment	£ 60,000	The role is responsible for the Council's approach to case assessment which determines whether social work intervention is appropriate. This post has a market rate supplement of up to an additional £5k agreed until the end of March 2017, at which point this payment will be reviewed.
Head of Safeguarding Improvement	£ 86,700	This role is the strategic lead for improvement of safeguarding processes and delivery across Manchester City Council and its external partners. The roleholder develops and implements innovative and ambitious approaches for safeguarding reform across the organisation and the wider public sector, ensuring that new models align to the principles of Public Service Reform as well as meeting legislative requirements. The role also manages the operational delivery of Children's social work across the city.
Programme Manager	£ 58,917	This role leads the development and delivery of complex, high-profile transformation of the Council's Children's Services functions through managing a programme of projects, and implementation of complex change programmes.
Head of Locality	£ 60,000	This role is responsible for the operational delivery of specialist social care for children in a designated locality area.

Role Title	Total Remuneration	Role Descriptor
Head of Fostering & Adoption	£ 60,000	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. This post has a market rate supplement of up to an additional £10k agreed until the end of March 2017, at which point this payment will be reviewed.
Strategic Lead (Looked After Children)	£48,342 - £51,516	This role is responsible for delivering improvement activity and ensuring improved outcomes for looked after children and leaving care services.
Strategic Head of Early Help	£ 75,000	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.
Strategic Lead (Early Help & Interventions)	£ 60,000	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
Head of Integrated Assessment & Allocation	£ 71,402	This role has lead responsibility for the joint development and delivery of a cross-public sector partnership integrated approach to needs assessment. The roleholder designs and implements the mechanisms to ensure that following assessment, families have access to the most appropriate evidence based interventions in the right sequence to reduce dependence. This is a joint MCC / Greater Manchester Police role.
Joint Director of Health & Social Care	£ 120,000	Strategic Director with overall responsibility for the integration of health and social care within local authorities and the NHS across Manchester in the context of the devolution agreement. This is a joint MCC / NHS role.
Strategic Director of Adults Services	£ 120,000	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.

Role Title	Total Remuneration	Role Descriptor
Head of Strategic Commissioning	£ 81,601	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. The role has overall strategic responsibility for the implementation of the learning disability strategy.
Strategic Lead (Commissioning)	£ 71,320	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	£48,342 - £51,516	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 City Council departments and partners.

Role Title	Total Remuneration	Role Descriptor
Strategic Commissioning Manager	£ 56,516	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 City Council departments and partners. This role is also undertaking time limited additional duties linked to the Commissioning Improvement Programme.
Director of Public Health & Partnerships	£ 99,291	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.
Strategic Head of Health Intelligence	£ 54,999	This role is the strategic lead for a designated portfolio of work in relation to public health intelligence.
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.
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 (Children's Public Health)	£ 61,500	This role is responsible for the development and progression of the public health and health improvement programmes in relation to Children's Public Health.

Role Title	Total Remuneration	Role Descriptor
Strategic Lead (Adults' Public Health)	£ 61,500	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 (Older Peoples' Public Health)	£ 61,500	This role is responsible for the development and progression of the public health and health improvement programmes in relation to Older Peoples' Public Health.
Strategic Lead (Locality Delivery)	£ 61,933	This role is responsible for the operational delivery of integrated and specialist care delivery for adults, and adults safeguarding.
Head of MLDP	£48,342 - £51,516	This role leads the Manchester Learning Disability Partnership, which provides direct delivery of care services to adults with learning difficulties, and to families with drug and alcohol dependency issues.
Head of Business Delivery	£ 86,700	This role has lead responsibility for in house provision of services for families and children including homelessness, day services and learning disability services. The role is also Manchester City Council's lead on the Living Longer Living Better programme and is the Strategic Business Partner for the directorate in relation to Property and ICT services, and service transformation.
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.



Role Title	Total Remuneration	Role Descriptor
Project Manager Level 3	£48,342 - £51,516	This role manages the development of high quality, cost effective integrated assessment services across both MCC and the Health Service.
Operations Manager	£48,342 - £51,516	This role manages 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.
Strategic Director (Reform)	£ 96,901	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 role has leadership responsibility for: Human Resources and Organisational Development, Reform and Innovation, and Equalities.
Head of Strategic Communications	£ 55,000	This role provides strategic management to the Communications service and drives both internal and external communications and ensures the maximisation of commercial opportunities.
Head of Communications (Operations & Commercial)	£48,342 - £51,516	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 Communications (Content & Strategy)	£48,342 - £51,516	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.
Head of Business Development & Innovation	£71,402	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)	£67,095	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 (Public Service Reform)	£61,933	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.
Troubled Families Lead	£48,342 - £51,516	This role leads and manages a portfolio of large and complex programmes related to the Troubled Families strategy, and works across all public service reform themes to ensure that a comprehensive programme delivery strategy is in place.

Role Title	Total Remuneration	Role Descriptor
Head of HR/OD Service Delivery	£ 61,933	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	£48,342 - £51,516	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)	£ 67,095	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	£48,342 - £51,516	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	£48,342 - £51,516	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	£48,342 - £51,516	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.

Role Title	Total Remuneration	Role Descriptor
Strategic Business Partner	£ 67,095	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.
Deputy Chief Executive (Growth & Neighbourhoods)	£ 105,000	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 salary range for this post is £100,000 - £120,000. The role has leadership responsibility for the services and individuals below.
Strategic Director (Strategic Development)	£ 120,000	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 Capital Programmes, Corporate Property, Strategic Development and Strategic Housing functions
Assistant Chief Executive (Growth)	£ 91,800	Assistant Chief Executive who provides direct support to the Strategic Management Team on all matters related to the regenerative and commercial growth of the City. The role has leadership responsibility for: Strategic Development and Strategic Housing.

Role Title	Total Remuneration	Role Descriptor
Strategic Lead (Residential Development)	£ 71,402	This role heads identified transformational regeneration initiatives including identified residential schemes that are spatially-focussed 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.
Strategic Lead (Cultural Development)	£ 69,633	This role heads identified transformational regeneration initiatives including identified cultural schemes that are spatially-focussed 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.
Strategic Lead (Commercial Development)	£ 72,257	This role heads identified transformational regeneration initiatives including identified commercial schemes that are spatially-focussed 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.
Director of Housing	£ 87,779	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

Role Title	Total Remuneration	Role Descriptor
Head of Housing	£ 61,927	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	£48,342 - £51,516	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	£48,342 - £51,516	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.
Head of Development	£ 92,016	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. This salary is inclusive of a £15,591 retention supplement agreed until the end of March 2017, at which point this payment will be reviewed.
Principal Development Surveyor	£ 61,933	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
Principal Development Surveyor	£ 61,933	This role takes a strategic lead in the provision of property advice and input into major commercial and residential development schemes.
Principal Development Surveyor	£ 61,933	This role takes a strategic lead in the provision of property advice and input into major commercial and residential development schemes.
Director of Capital Programmes & Property	£ 91,800	This role has strategic responsibility for the development and delivery of Manchester's Strategic Asset Management Plan and for the technical and professional services used to manage and develop land, property and associated infrastructure. The roleholder is also Manchester City Council's Corporate Landlord.
Head of Client Relationships	£ 76,500	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.
Client Manager	£ 56,210	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.

Role Title	Total Remuneration	Role Descriptor
Client Manager	£ 56,210	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.
Client Manager	£ 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.
Client Manager	£ 56,210	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 Delivery	£ 76,500	This role leads and manages teams of Programme and Project Managers and technical experts in successful delivery of workstreams, ensuring that strong technical capability is maintained to reduce organisational risk and that resources are managed effectively, with project requirements and resource levels that are fully identified



Role Title	Total Remuneration	Role Descriptor
Technical Programme Lead	£ 56,210	This role provides effective management to teams of Programme and Project Managers and technical experts, ensuring that necessary skills for delivering the Development Management Framework are available across the service, identifying gaps where specialist skills are required and methods for addressing short term needs and resolving long term requirements.
Programme Manager	£48,342 - £51,516	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 Commercial Performance & Compliance	£ 76,500	This role is responsible for ensuring that the organisation is safeguarded and complies fully with its obligations as a Corporate Landlord, ensuring that performance and capacity are monitored across the service and working with key partners to maximise organisational efficiency.
Commercial & Contractual Risk Lead	£48,342 - £51,516	This role works closely with stakeholders from across the organisation to develop and define programme and project governance and ensure effective implementation, monitoring compliance and risks.

Role Title	Total Remuneration	Role Descriptor
Director of Neighbourhoods	£ 90,000	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.
City Centre Delivery Manager	£48,342 - £51,516	This role manages a range of multi disciplinary teams who are responsible for delivering operational and compliance activity within the City Centre, working closely with key partners and stakeholders to ensure a joined up approach to city centre management.
Strategic Lead (Libraries, Galleries & Culture)	£ 60,000	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	£48,342 - £51,516	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.

Role Title	Total Remuneration	Role Descriptor
Strategic Lead (Compliance & Community Safety)	£ 65,000	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.
Head of Commissioning & Delivery	£ 80,000	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, the Highways Operator function, management of public realm including Grounds Maintenance, Leisure, Parks, Green Spaces and Allotments, and Community Events.
Strategic Lead (Public Realm)	£ 72,257	This role has responsibility for the management of public spaces including grounds maintenance, green spaces and allotments.
Citywide Highways Manager	£48,342 - £51,516	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 (Parks, Leisure & Community Events)	£ 62,000	This role has responsibility for the management of parks, leisure and community events, including contract management of commissioned leisure services
Strategic Lead (Waste, Recycling & Street Cleansing)	£ 62,000	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
Strategic Lead (Neighbourhoods & City Centre)	£ 62,000	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 (Neighbourhoods)	£ 60,000	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)	£ 60,000	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.
Head of Civil Contingencies & Resilience	£ 61,933	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.

Role Title	Total Remuneration	Role Descriptor
External Secondment to Greater Manchester Police	£ 61,933	This roleholder is currently seconded on a full time basis to Greater Manchester Police, and leads on work related to gangs and serious crime.
Head of City Centre Growth & Regeneration	£ 61,933	This role heads the development of the Council's growth plan for the City Centre and surrounding areas, including development of strategic relationships with surrounding authorities.
Client Manager (City Centre)	£ 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.
Head of Planning, Licensing & Building Control	£ 67,095	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	£ 56,210	This role leads on the provision of specialist technical planning advice and support to strategic developments within the City.

Role Title	Total Remuneration	Role Descriptor
Head of Policy, Partnerships & Research	£ 71,402	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.
Head of Strategy & Programmes (Greater Manchester Environment Team)	£ 58,769	This role leads a range of local and national partner strategies, plans and projects which support the development and operation of Greater Manchester's Low Carbon Hub
Policy & Strategy Manager	£ 56,774	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)	£ 56,210	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
Head of Work & Skills	£ 81,601	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.
City Solicitor	£ 100,000	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. The salary range for this post is £100,000 - £116,238.
Head of Electoral Services / Programme Manager	£48,342 - £51,516	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.
Head of Legal Services	£ 86,700	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.

Role Title	Total Remuneration	Role Descriptor
Head of Legal Delivery & Service Development	£ 70,518	This role takes a strategic lead for key elements of the legal service leading on support to employment, 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.
Head of Commercial Strategy Legal	£ 70,509	This role takes a strategic lead for key elements of the legal service leading on support to commercial issues across the organisation.
Assistant City Solicitor (Special Projects)	£ 65,867	This role takes a strategic lead for key elements of the legal service leading on major projects and supporting commercial activities.
Assistant City Solicitor / Deputy Monitoring Officer	£ 65,547	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 Authority.
Strategic Lead (Commercial Legal)	£ 81,548	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. This salary is inclusive of a £10k market rate supplement agreed until the end of November 2016, at which point this payment will be reviewed.



Role Title	Total Remuneration	Role Descriptor
Group Leader	£48,342 - £51,516	This role leads on the provision of professional legal services in relation to a portfolio of legal disciplines.

A number of individuals are not currently held against the agreed Manchester City Council structure but are remunerated at over £50,000. The most recent roles these individuals were held against are listed below, alongside duties they are currently undertaking:

Role Title	Total Remuneration	Role Descriptor
Capital Programmes Manager	£ 52,492	This individual is currently providing senior level support within Capital Programmes & Property whilst new structures are developed and embedded.
Strategic Lead (Applications & Service)	£ 71,434	This individual is currently providing senior level support within the ICT service whilst new structures are developed and embedded. This salary is inclusive of a £5k market rate supplement agreed until the end of November 2015, at which point this payment will be reviewed.
Head of Community & Cultural Services	£ 81,601	This individual is currently providing senior level support within the Directorate for Growth & Neighbourhoods whilst new structures are developed and embedded.
Strategic Area Manager	£ 61,933	This individual is currently providing senior level support within the Directorate for Growth & Neighbourhoods 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 are published elsewhere
- All staff working in schools.

## **Structure Validity**

The attached structure is reflective of the organisational structure at 1st July 2015.

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

1 These Officers perform additional leadership and statutory officer roles for the Greater Manchester Combined Authority. No additional payments are made to individuals for this work. In return for work in relation to the Combined Authority, a contribution is made to the City Council of £50,000 per annum.

2 The duties of this post are currently delivered through a service contract with an ICT provider pending permanent recruitment to the senior structure.

3 This post is currently covered by interim arrangements.

4 This individual is filling this role through acting up arrangements, but not currently drawing the full salary for the role. This individual is currently remunerated at £81,601.

5 The Deputy City Treasurer reports to the City Treasurer in relation to the leadership of Financial Management and acts as a Deputy to the Section 151 Officer (City Treasurer). The post holder also reports to the Chief Executive in relation to the leadership of Performance, Research and Intelligence.

6 The post of Head of the Greater Manchester Integrated Support Team is funded by the Transport for Greater Manchester Committee, the Greater Manchester Combined Authority and AGMA.

7 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.

8 This role is part-funded by the Greater Manchester Combined Authority.

9 This post is hosted by Manchester City Council and funded by the Greater Manchester Combined Authority.

10 This post is hosted by Manchester City Council and jointly funded by Manchester City Council and Greater Manchester Police.

11 This post is currently covered through a secondment arrangement from the National Health Service.

12 This post is funded by the Greater Manchester Combined Authority and is part of the GMCA Public Service Reform Team. It reports to the GMCA's Strategic Director (Public Service Reform). It is shown as reporting to a Manchester City Council role for the purposes of illustrating organisational management responsibility for this role.

13 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.

14 This post is funded by the Greater Manchester Combined Authority.

15 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.

16 The Head of Civil Contingencies & Resilience is hosted by Manchester City Council and funded by AGMA.

17 This individual is seconded on a full-time basis to Greater Manchester Police. The role is funded equally by Manchester City Council and Greater Manchester Police.

18 This individual is filling this role through acting up arrangements.