

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 1st April 2018 and will be updated periodically. The salary figures and salary scales quoted in this report were those as at the 1st April 2018 and do not reflect the subsequently agreed pay award for staff on NJC terms and conditions backdated to that date.

The subsequent pages include

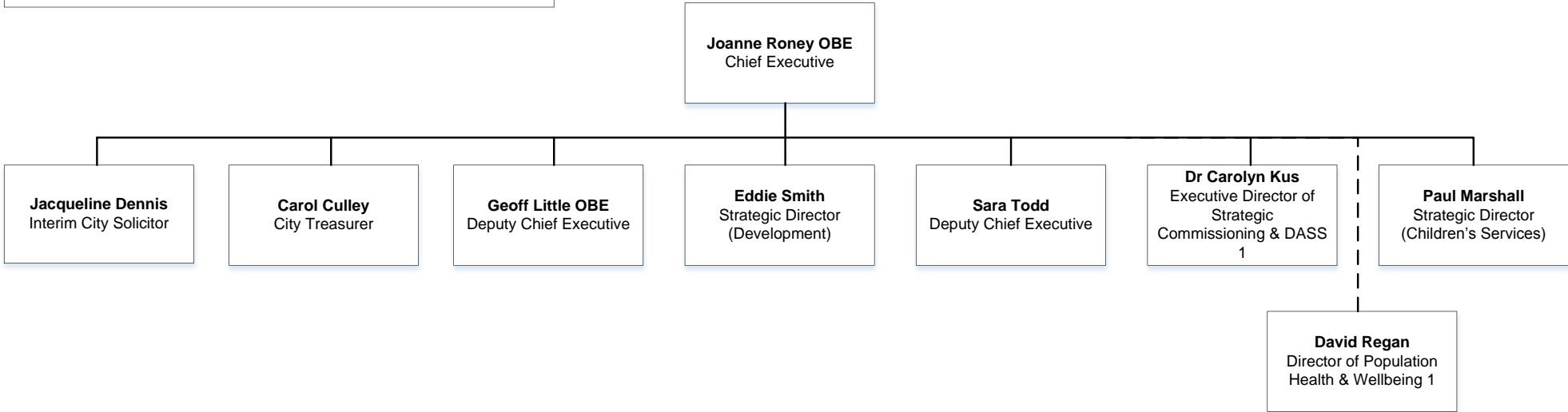
- An organisational chart of the agreed structure of the local authority
- Post titles, salary levels and key responsibilities for each senior officer, with salary levels inclusive of any honoraria, pay protection or market rate supplement the individual may be receiving

All officers named on the organisational chart can be contacted either by telephone on 0161 234 5000 or via email at contact@manchester.gov.uk

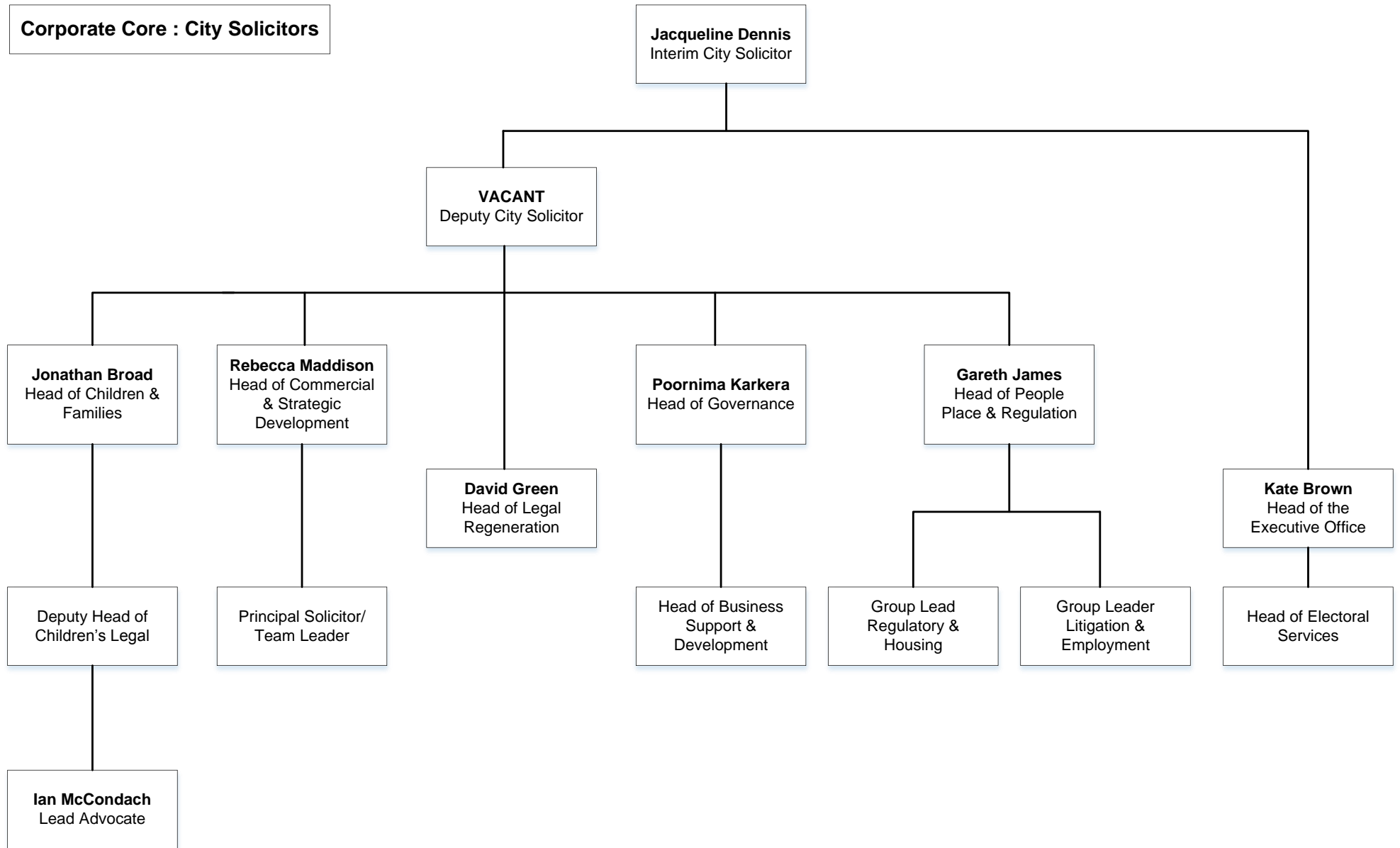
Pay Multiple

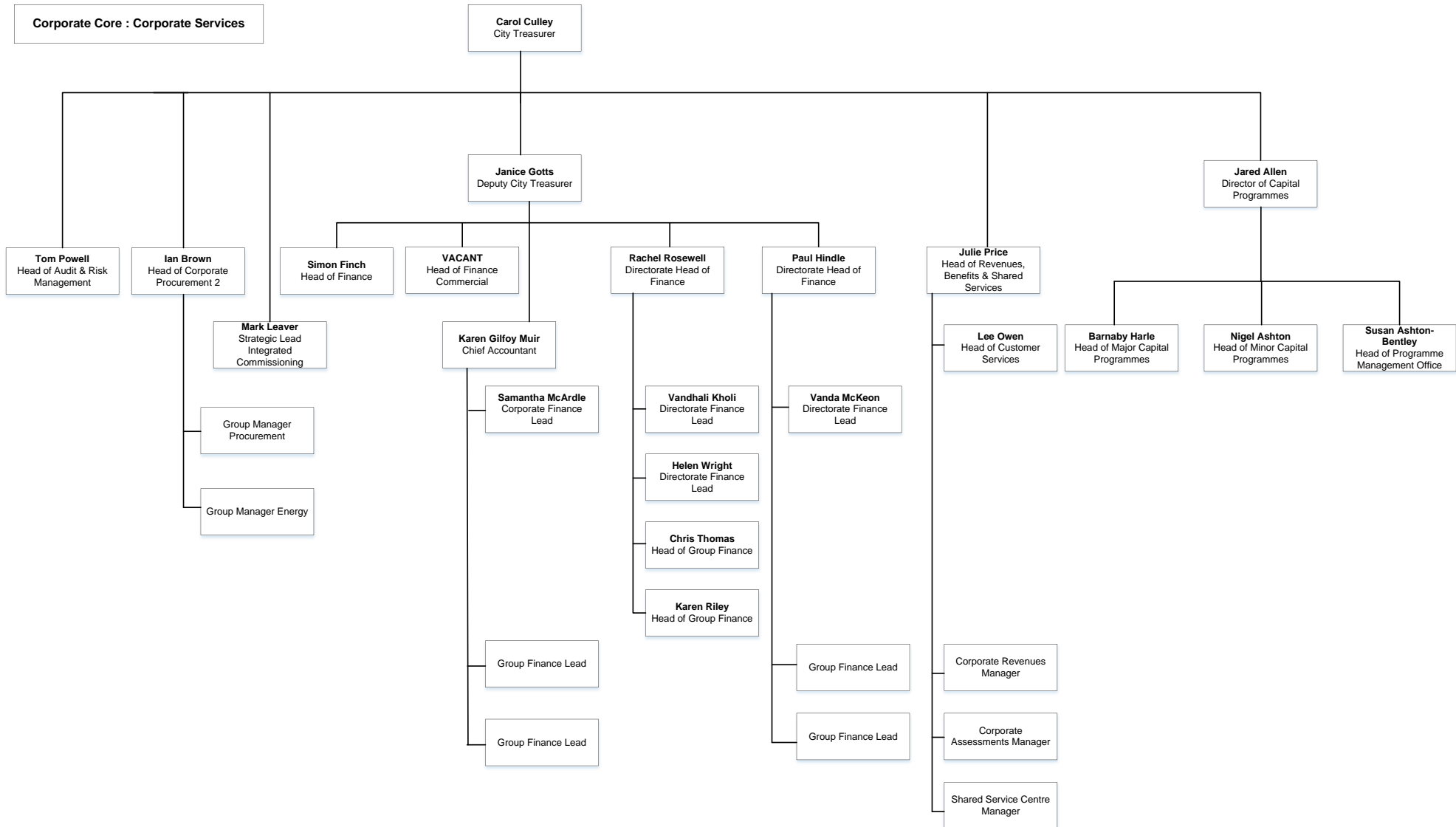
The salary multiple between the highest paid officer (the Chief Executive) and the median rate for all officers as of 1st April 2018, as set out in Manchester City Council's pay policy statement which was agreed at Council on 7th March 2018, is 8.33:1.

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

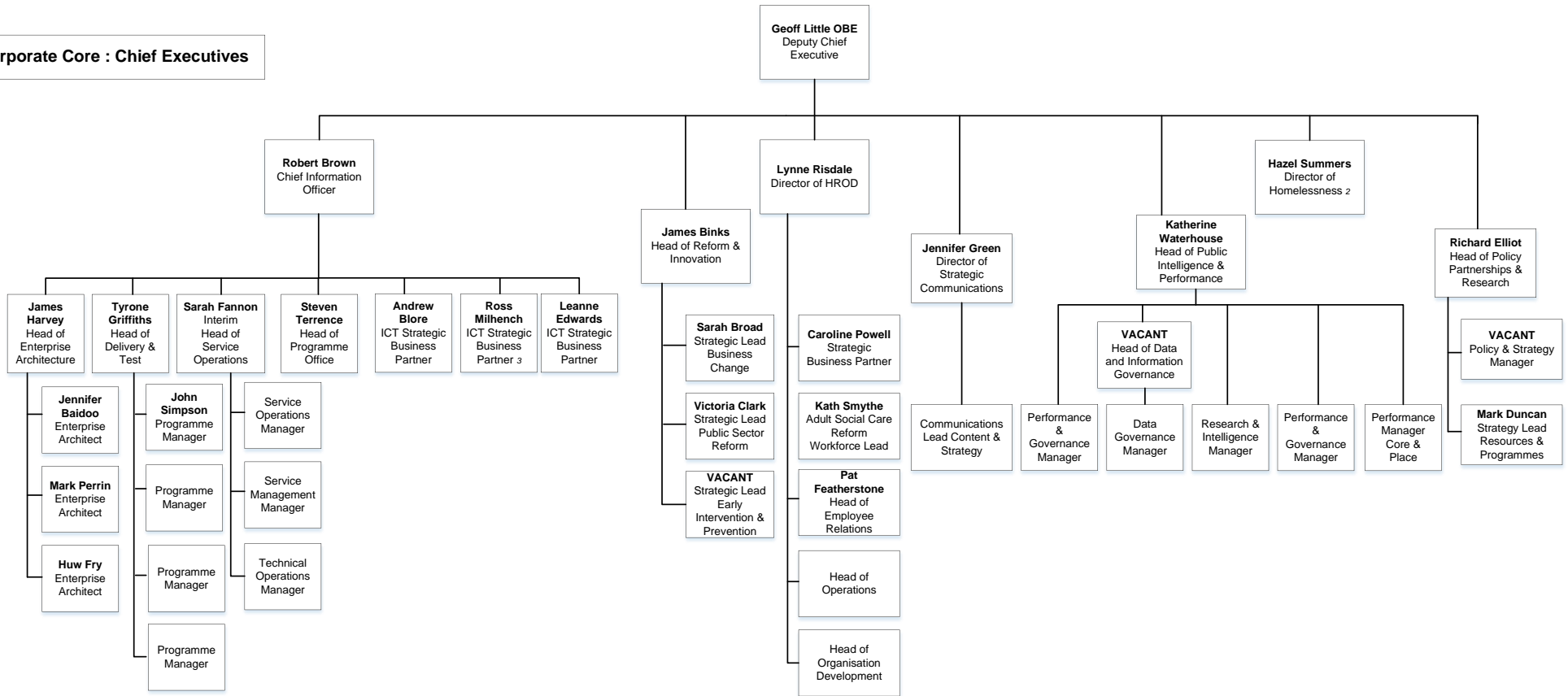


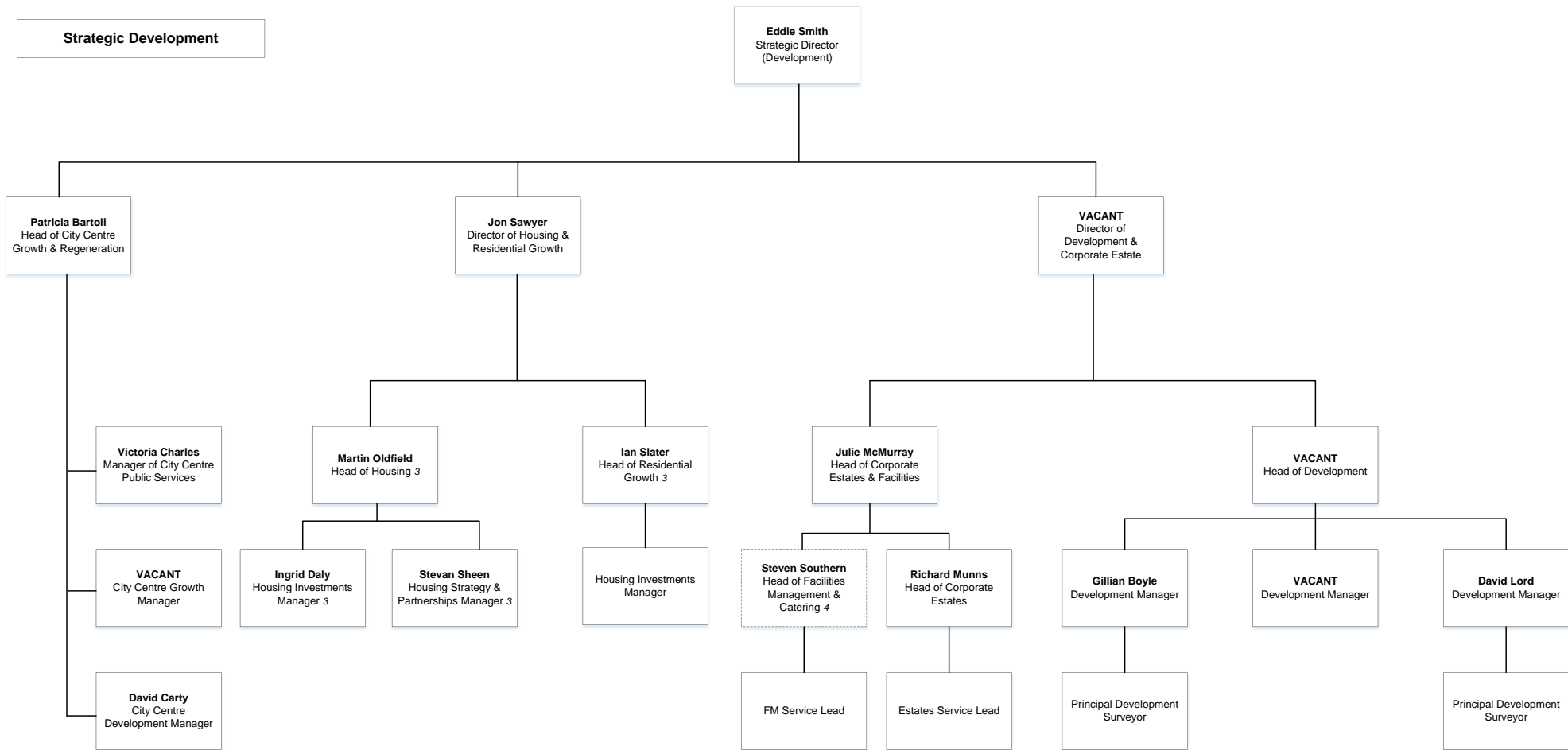
Corporate Core : City Solicitors



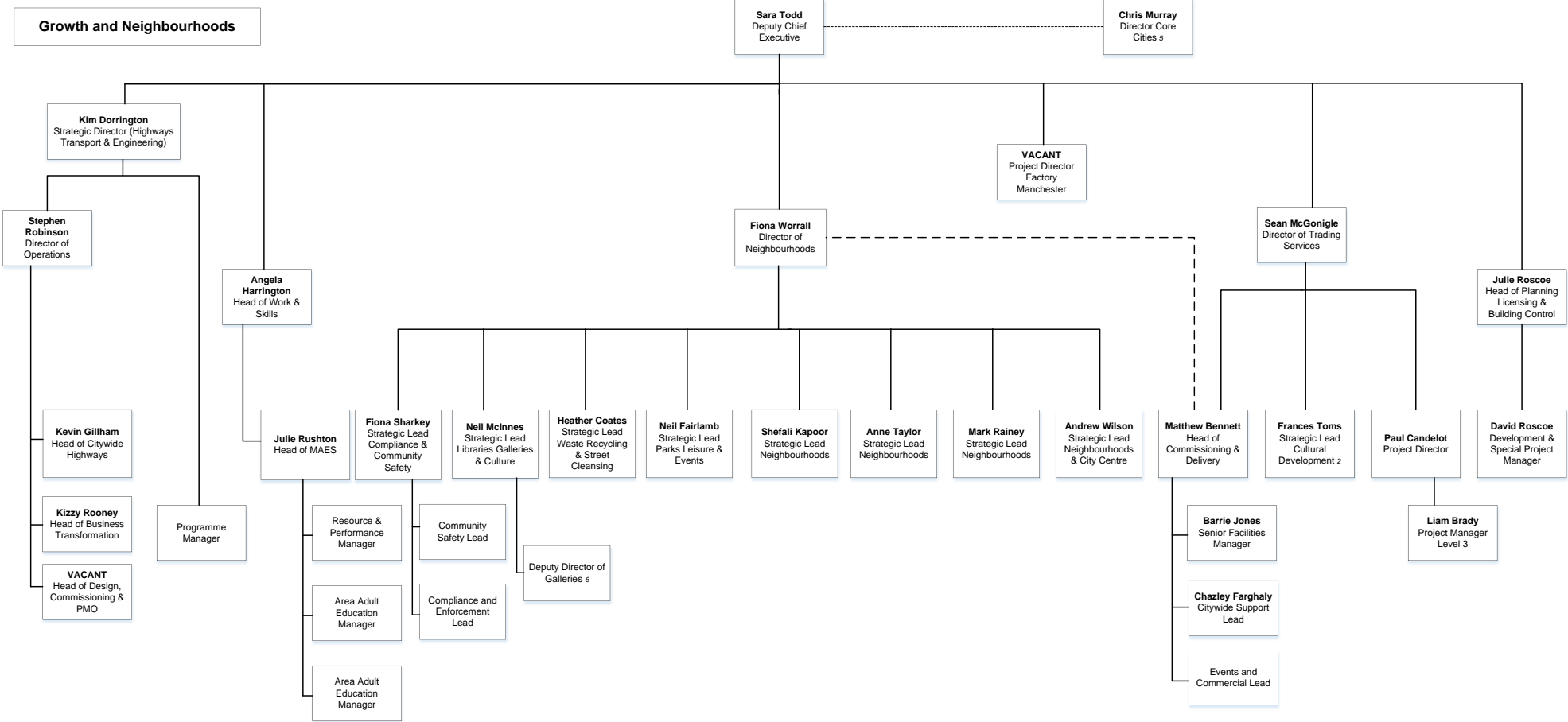


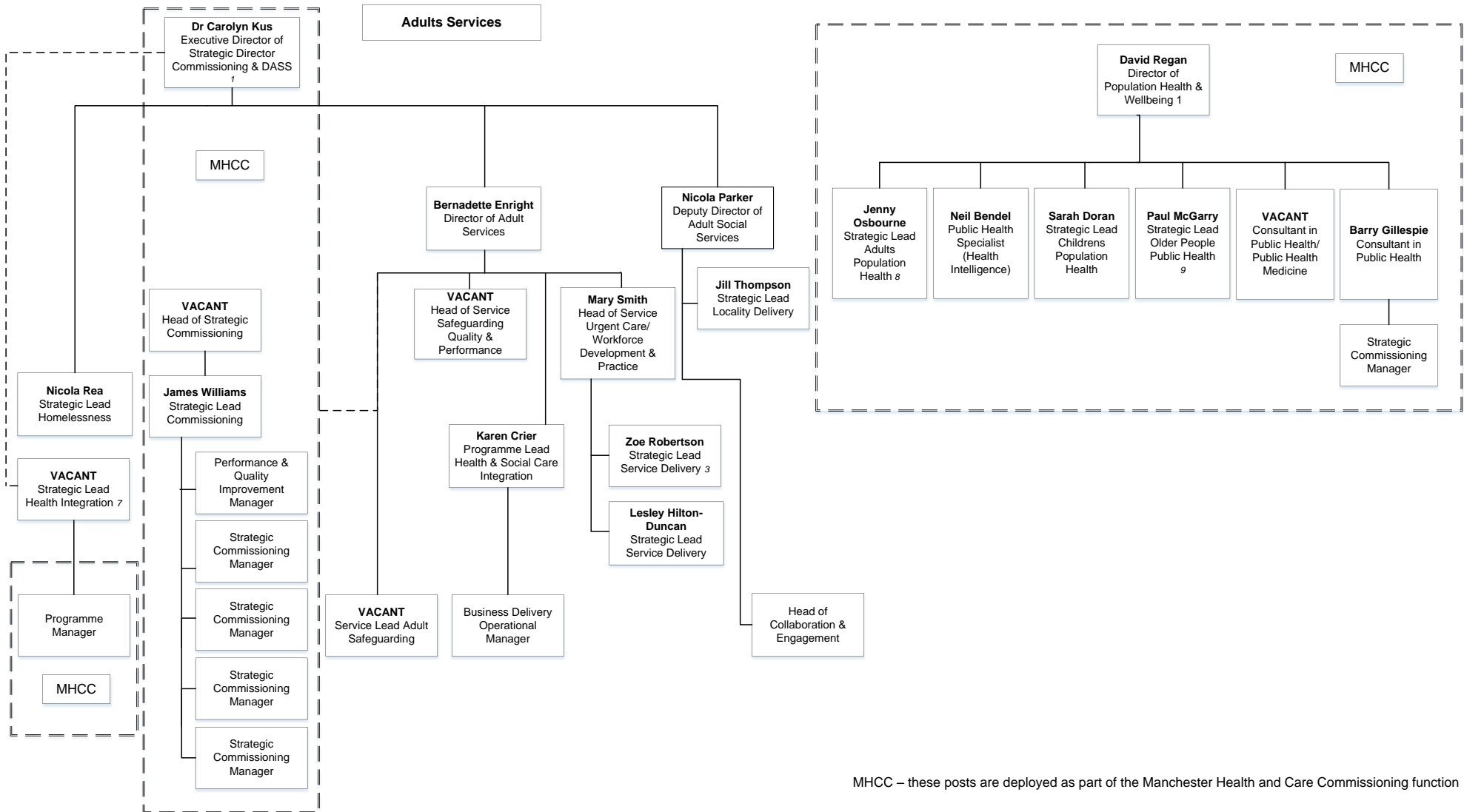
Corporate Core : Chief Executives





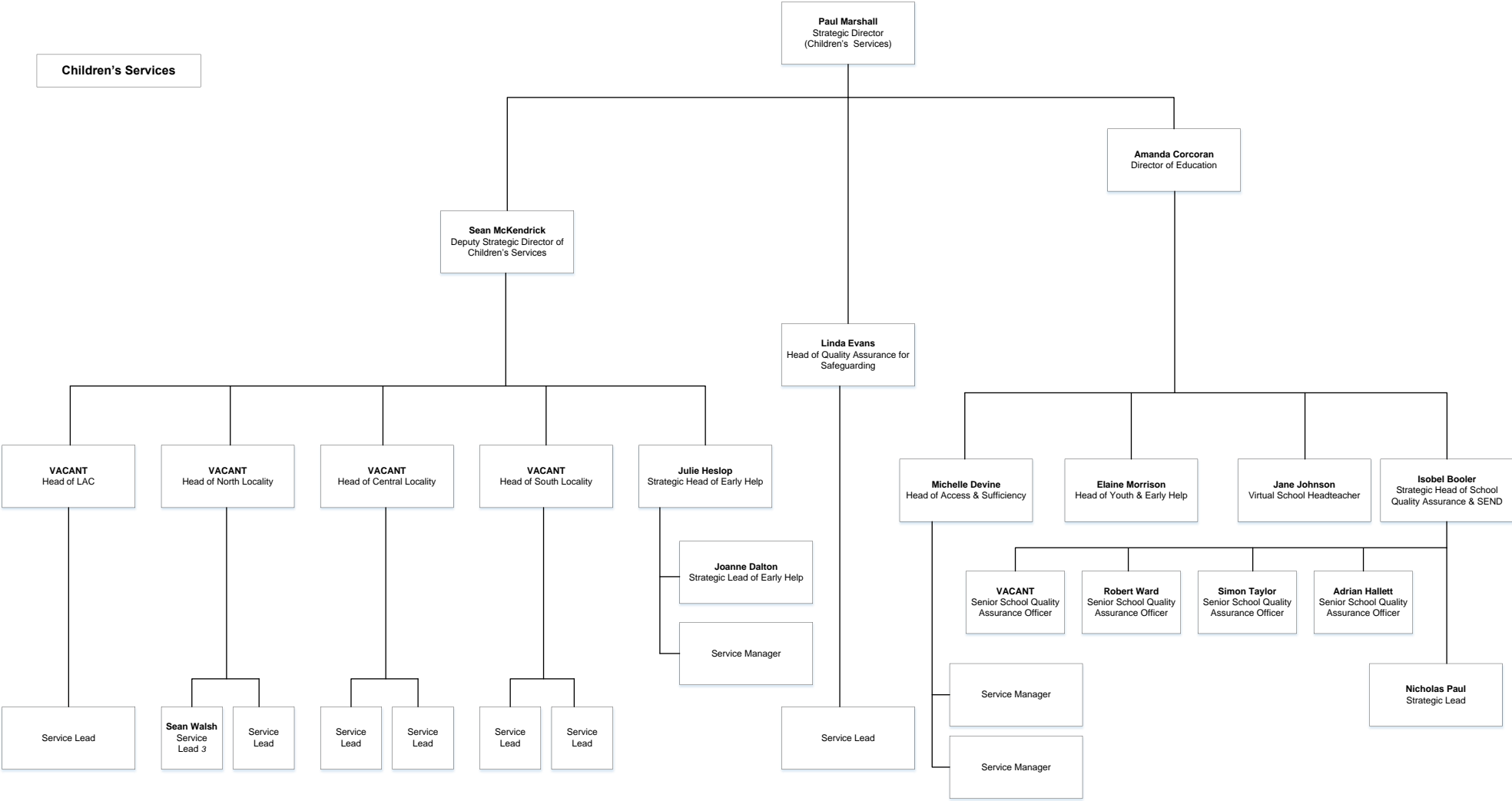
Growth and Neighbourhoods





MHCC – these posts are deployed as part of the Manchester Health and Care Commissioning function

Children's Services



Role Title	Total Remuneration (Full Time Equivalent)	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. 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.

Role Title	Total Remuneration (Full Time Equivelant)	Role Descriptor
City Solicitor	£117,314	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.
Deputy City Solicitor	£90,419-£101,826	This role heads the Council's legal services function, as well as the Legal function of Salford City Council and Rochdale Council Child Care and is responsible for protecting the Councils' interests and supporting the organisations' operation and decision making processes. This role also provides leadership to the Coroners and Registrars Service and acts as Deputy Monitoring Officer for Manchester.
Head of Children's & Families	£83,830	This role manages the provision of full legal support to both Manchester & Salford Children's 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.
Deputy Head of Children's Legal	£49,313-£52,551	This role leads on the provision of professional legal services in relation to a portfolio of legal disciplines.
Lead Advocate	£56,480	This role leads the Council's in-house advocacy Service in relation to Children's legal matters and performs advocacy work for a range of Greater Manchester local authorities. The employee in this post was TUPE transferred to MCC from Rochdale Council and also leads on Rochdale issues. The total remuneration for this post is up to £58k and is inclusive of a market rate supplement of up to an additional £5k until March 2019.
Head of Commercial & Strategic Development	£77,172	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.
Principal Solicitor/Team Leader	£49,313-£52,551	This role leads on the provision of professional legal services in relation to a portfolio of legal disciplines.
Head of Legal Regeneration	£65,865	This role oversees the Council's legal work in support of physical regeneration and development, including work in relation to property, planning and infrastructure
Head of Governance	£75,659	This role is responsible for the delivery of governance advice, assistance and support to Manchester, Salford and the Greater Manchester Combined Authority.

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. It also oversees the organisation's support function to Elected Members.
Head of People, Place & Regulation	£83,830	This role takes a strategic lead for key elements of the legal service leading on support on, employment, health and community, litigation, 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 Lead Regulatory & Housing	£49,313-£52,551	This role leads on the provision of professional legal services in relation to a portfolio of legal disciplines.
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.
Head of the Executive Office	£69,897	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 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.

Role Title	Total Remuneration (Full Time Equivelant)	Role Descriptor
City Treasurer	£137,045	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.
Head of Audit & Risk Management	£83,830	This role heads the Council's, Bolton Council's and the Greater Manchester Combined Authority'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.
Head of Corporate Procurement	£75,659	This role heads the Council's procurement function, and is responsible for delivering integrated procurement and contract management across Manchester and Bolton Councils in line with legal requirements.
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.
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 Manchester and Bolton Councils.
Strategic Lead Integrated Commissioning	£69,897	This role provides strategic leadership to work across the council to strengthen and align commissioning practices across services.
Deputy City Treasurer	£101,826	This role provides support to the Strategic Management Team on issues related to financial management. The roles acts as the deputy to the organisation's Section 151 Officer (City Treasurer). The role has leadership responsibility for the financial management function.
Head of Finance	£83,830	This role takes a strategic lead for key elements of the financial management service leading on financial support to Health and Social Care Integration and provides a wider strategic lead role for the development of financial models and approaches to support reform, integration and growth.

Head of Finance Commercial	£74,175-£83,830	This role takes a strategic lead for key elements of capital developments and investment activity, working closely with partners both within the Council and more broadly.
Chief Accountant	£67,624	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	£58,494	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.
Group Finance Lead	£49,313-£52,551	This role leads on the provision of financial management services to a portfolio of services or for a specific thematic area.
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 the Children's and Adults Directorates and Public Sector Reform and provides a wider strategic lead role for the development of financial models and approaches to support reform, integration and growth.
Directorate Finance Lead	£59,656	This role takes a lead on the provision of financial management services and provides support for a specific directorate.
Directorate Finance Lead	£59,656	This role takes a lead on the provision of financial management services and provides senior financial advice and support to Directorates.
Head of Group Finance	£58,494	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.
Head of Group Finance	£58,494	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 Head of Finance	£75,659	This role takes a strategic lead for key elements of the financial management service leading on financial support to the Growth & Neighbourhoods, Strategic Development and Corporate Core Directorates
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.
Group Finance Lead	£49,313-£52,551	This role leads on the provision of financial management services to a portfolio of services or for a specific thematic area..
Head of Revenue, Benefits & Shared Services	£88,442	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	£65,865	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 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.
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.
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.
Director of Capital Programmes	£126,825	This role has overall responsibility for ensuring the delivery of capital programme activities and be accountable for ensuring the effective strategic planning, development and delivery of the Council's capital programme. The total remuneration for this post is up to £127k and is inclusive of a market rate supplement of up to an additional £25k until April 2020, at which point this payment will be reviewed.
Head of Major Capital Programmes	£65,865	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	£62,066	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	£67,183	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.
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Role Title	Total Remuneration (Full Time Equivelant)	Role Descriptor
Deputy Chief Executive	£137,936	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.
Chief Information Officer	£177,992	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 up to £177,992 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.
Head of Enterprise Architecture	£83,830	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 £90k and is inclusive of a market rate supplement of up to an additional £6k agreed until September 2019, 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 £58k and is inclusive of a market rate supplement of up to an additional £15k agreed until August 2018.
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 £68k and is inclusive of a market rate supplement of up to an additional £15k agreed until July 2018.
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 £66k and is inclusive of a market rate supplement of up to an additional £15k agreed until August 2018.
Head of Delivery & Test	£80,000	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 £90k and is inclusive of a market rate

		supplement of up to an additional £6k agreed until September 2019, at which point this payment will be reviewed.
Programme Manager	£58,916	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.
Head of Service Operations	£71,295	This role is responsible for delivery of technical support to the organisation. This includes the development of roadmaps in line with the ICT strategy.
Service Operations Manager	£49,313-£52,551	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.
Head of Programme Office	£58,494	This role is responsible for overseeing the governance, coordination and alignment of the Council's programme of major ICT developments.
ICT Strategic Business Partner	£72,675	This role provides a focused senior level strategic ICT support function to the Corporate Core.
ICT Strategic Business Partner	£67,624	This role provides a focused senior level strategic ICT support function to the Directorate for Growth & Neighbourhoods.
ICT Strategic Business Partner	£67,624	This role provides a focused senior level strategic ICT support function to the Directorate for Children & Families.
Head of Reform & Innovation	£75,659	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	£64,574	This role provides whole system and sector analysis to inform public sector reform and to enable the implementation of new system-wide services with the Council and across its public sector partners and with other local authorities.
Strategic Lead Public Sector Reform	£65,865	This role provides whole system and sector analysis to inform public sector reform and to enable the implementation of new system-wide services with

		the Council and across its public sector partners and with other local authorities.
Strategic Lead Early Intervention & Prevention	£64,574-£71,295	This role provides whole system and sector analysis to inform public sector reform and to enable the implementation of new system-wide services with the Council and across its public sector partners and with other local authorities.
Director of HROD	£95,953	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.
Strategic Business Partner	£69,897	This post across the Manchester Health and Care Commission and Local Care Organisation representing the city council's interests as an employer and ensuring the co-ordination of Human Resource activities.
Adult Social Care Reform Workforce Lead	£69,897	This posts takes a strategic lead for the reform of the Adult Social Care workforce activity within the Manchester Local Care Organisation
Head of Employee Relations	£64,574	This post is responsible for managing the Council's interface with the recognised Trades Unions and providing oversight to complex employment cases and activity in relation to contractual and policy changes and their impact on the workforce
Head of Operations	£49,313-£52,551	This post leads the delivery of operational HR activity including support to operational and strategic managers on the full spectrum of HR matters, specialist and interim resourcing, project management and organisational change, including pay and grading.
Head of Organisation Development	£49,313-£52,551	This post leads the delivery of organisation development activity including oversight of the Council's learning and development strategy and delivery, activity to drive employee engagement and HR policy and Analytics. The post also has oversight of both workforce and community equality policy and promotion activity.
Director of Strategic Communications	£74,175	This role provides strategic management to the Communications service and drives both internal and external communications and ensures the maximisation of commercial opportunities. The role also co-ordinates the council's digital engagement activity with residents and international relations.
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.

Head of Public Intelligence & Performance	£83,830	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.
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.
Head of Data and Information Governance	£65,000 (subject to completion of job evaluation)	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.
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.
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.
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.
Director of Homelessness	£131,722	This time-limited post provides strategic oversight to the Council's activity to reduce homelessness across the City, working closely with partners both in Manchester and at a Greater Manchester level to both develop Strategy and drive agreed programmes of work.
Head of Policy, Partnerships & Research	£75,659	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	£57,340-£63,308	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 Resources & Programmes	£58,494	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 (Full Time Equivelant)	Role Descriptor
Strategic Director (Development)	£127,513	Strategic Director with overall 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 has leadership responsibility for the services and individuals below.
Head of City Centre Growth & Regeneration	£77,262	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,
Manager of City Centre Public Services	£65,865	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.
City Centre Development Manager	£73,474	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.
Director of Housing & Residential Growth	£90,419-£101,826	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.
Head of Housing	£72,586	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	£61,944	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	£60,848	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 Residential Growth	£85,313	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.
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	£80,289	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 Facilities Management & Catering	£65,865	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. The role also provides oversight to the Council's catering provision to schools across the City.
FM Service Lead	£49,313-£52,551	This role provides operational oversight to the Council's facilities management function.
Head of Corporate Estates	£58,494	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.
Estates Service Lead	£49,313-£52,551	This role provides operational oversight to the Council's corporate estates function.
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-focused 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.
Principal Development Surveyor	£49,313-£52,551	This role provides 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.
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.
Principal Development Surveyor	£49,313-£52,551	This role provides property advice and input into major commercial and residential development schemes.

Role Title	Total Remuneration	Role Descriptor
Deputy Chief Executive	£131,723	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 Our Manchester and has leadership responsibility for the services and individuals below.
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	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 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 Business Transformation	£69,897	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 Design, Commissioning & PMO	£74,175-£83,830	This role provides oversight of the highways development portfolio and function leading on the development, commissioning and delivery of capital investment schemes and ensuring effective programme oversight.
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 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 to maximise the benefits of employment and skills opportunities, including from the GM Devolution Deal. The role also provide strategic oversight to the Manchester Adult Education Service.

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.
Resource & Performance Manager	£49,313-£52,551	This role leads the support functions for adult education services, including learner support, administration and performance measurement.
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.
Director of Neighbourhoods	£95,953	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.
Strategic Lead Compliance & Community Safety	£67,624	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 Libraries, Galleries & Culture	£65,865	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 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	£65,865	This role has responsibility for the management of waste, recycling and street cleansing, including contract management of commissioned waste services.
Strategic Lead Parks, Leisure & Events	£65,865	This role has responsibility for the management of parks, leisure and community events, including contract management of commissioned leisure services

Strategic Lead Neighbourhoods	£65,865	This role provides strategic leadership to the development of neighbourhoods through the creation and management of Place Plans and Ward Plans either for a designated place or thematic area.
Strategic Lead Neighbourhoods & City Centre	£65,865	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
Project Director Factory Manchester	£137,045	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.
Director of Trading Services	£95,953	This role provides oversight to the Council's income generating services ensuring delivery of strong business plans for a range of functions. The post is also responsible for the Our Town Hall Programme and Council-wider Our Ways of Working programme
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. The post reports jointly to the Director of Trading Services and Director of Neighbourhoods
Senior Facilities Manager	£58,494	This role is responsible for the management of a number of Business Units functions, including Pest Control, Markets, Bereavement services and Fleet.
Citywide Support Lead	£61,932	This role oversees the Council's Grounds Maintenance function, ensuring the delivery of an operational portfolio of grounds maintenance, horticulture and arboriculture activity
Events and Commercial Lead	£49,313-£52,551	This role works to maximise the commercial value of the City's assets through the development and oversight of a commercial strategy and events plan
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.
Project Director	£137,045	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.
Project Manager Level 3	£53,547	This role provides senior project management to a designated element of the Town Hall programme

Head of Planning, Licensing & Building Control	£75,659	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	£65,865	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
Executive Director of Strategic Commissioning & DASS	£144,044	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. The total remuneration for this post is up to £144k and is inclusive of a market rate supplement of up to an additional £7k until Jul 2019, at which point this payment will be reviewed. The role is the Council's statutory Director of Adult Social Services.
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.
Strategic Lead Homelessness	£64,574	This role provides oversight to Homelessness support and prevention strategy and activity across the City working in partnership with a range of organisations
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	£65,865	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.
Performance & Quality Improvement Manager	£49,313-£52,551	This role leads on the contract management and quality assurance of commissioned provision for social care services across the City
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.
Director of Adult Services	£101,826	Director with overall strategic responsibility for adult services across the City. The role is the Council's lead officer in relation to the direct delivery of support services for vulnerable adults. This role is also responsible for

		ensuring that the statutory elements of care are embedded in the integration of the Local Care Organisation.
Service Lead Adult Safeguarding	£49,313-£52,551	This role oversees Adult Safeguarding assurance work on behalf of the Council and broader Manchester Safeguarding Adults Board
Head of Service Safeguarding, Quality & Performance	£74,175-£83,830	This role provides strategic oversight to a range of adult social care functions, ensuring the effective and safe delivery of social care and social work provision to vulnerable adults in the City.
Programme Lead Health & Social Care Integration	£65,865	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, Advice and Benefits, Assistive Technology, Manchester Equipment and Adaptations Service and Community alarms.
Head of Service Urgent Care/Workforce Development & Practice	£83,830	This role provides strategic oversight to a range of adult social care functions, ensuring the effective and safe delivery of social care and social work provision to vulnerable adults in the City.
Strategic Lead Service Delivery	£68,473	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.
Strategic Lead Service Delivery	£65,865	This role leads on the provision of Adult Social Work services either across defined geographical areas or for a specific cohort of people.
Deputy Director of Adult Social Services	£92,227	This role is working to develop the Manchester Local Care Organisation and ensure the effective integration of Adult Services within the function both operationally and in support of the LCOs broader strategic objectives
Strategic Lead Locality Delivery	£65,865	This role is responsible for the operational delivery of integrated and specialist care delivery for adults, and adults safeguarding.
Head of Collaboration & Engagement	£49,313-£52,551	This role acts to support co-ordination of Voluntary Care Sector involvement within the Health and Social Care integration programme and ensure the principles of Our Manchester are embedded across this work.
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.
Strategic Lead Adults Population Health	£65,865	This role is responsible for the development and progression of the public health and health improvement programmes in relation to Adults' Public Health.

Public Health Specialist (Health Intelligence)	£54,999	This role is the strategic lead for a designated portfolio of work in relation to public health intelligence.
Strategic Lead Children's Population Health	£65,865	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 Lead Older Peoples' Public Health	£67,183	This role is responsible for the development and progression of the public health and health improvement programmes in relation to Older Peoples' Public Health.
Consultant in Public Health/Public Health Medicine	£95,860	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	£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.

Role Title	Total Remuneration	Role Descriptor
Strategic Director (Children's Services)	£131,723	Strategic Director with overall strategic responsibility for Children's Care and Education 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	£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 Looked After Children	£57,340-£63,308	This role will provide leadership and operational oversight of Manchester City Council's collective Corporate Parenting responsibilities with responsibility for the Fostering, Permanence and Children's Residential teams.
Service Lead	£49,313-£52,551	This role provides leadership on operational delivery of specific thematic and geographical area of Children's services provision across the city.
Head of North Locality	£57,340-£63,308	This role is responsible for providing strategic direction and operational oversight of social care on a local level, working with local partners to improve outcomes for children in Manchester.
Service Lead	£57,339	This role provides leadership on operational delivery of specific thematic and geographical area of Children's services provision across the city.
Service Lead	£49,313-£52,551	This role provides leadership on operational delivery of specific thematic and geographical area of Children's services provision across the city.
Head of Central Locality	£57,340-£63,308	This role is responsible for providing strategic direction and operational oversight of social care on a local level, working with local partners to improve outcomes for children in Manchester.
Service Lead	£49,313-£52,551	This role provides leadership on operational delivery of specific thematic and geographical area of Children's services provision across the city.
Service Lead	£49,313-£52,551	This role provides leadership on operational delivery of specific thematic and geographical area of Children's services provision across the city.
Head of South Locality	£57,340-£63,308	This role is responsible for providing strategic direction and operational oversight of social care on a local level, working with local partners to improve outcomes for children in Manchester.

Service Lead	£49,313-£52,551	This role provides leadership on operational delivery of specific thematic and geographical area of Children's services provision across the city.
Service Lead	£49,313-£52,551	This role provides leadership on operational delivery of specific thematic and geographical area of Children's services provision across the city.
Strategic Head of Early Help	£78,715	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 of Early Help	£65,865	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
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 Quality Assurance for Safeguarding	£76,507	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 £5k until April 2019.
Service Lead	£49,313-£52,551	This role provides leadership on operational delivery of specific thematic and geographical area of Children's services provision across the city.
Director of Education	£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 Access & Sufficiency	£58,494	This role will have responsibility for school place planning, schools admissions, statutory assessments for children and young people aged 0-25, school travel and school crossing patrols.
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	£65,865	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.

Virtual School Headteacher	£58,494	This role oversees the provision and quality assurance of education to Children within the Local Authority's care
Strategic Head of School Quality Assurance & SEND	£74,175	This role will have overall strategic leadership for quality assurance of outcomes in schools and early years setting and will influence the improvement of quality across Manchester schools.
Senior School Quality Assurance Officer	£67,205	This role is accountable to Ofsted for all school improvement outcomes across the city, OFSTED inspections and responds to specific issues around brokering support from Teaching Schools for under-performing schools. The total remuneration for this post is up to £67k and is inclusive of a market rate supplement of up to an additional £3.9k
Senior School Quality Assurance Officer	£67,205	This role is accountable to Ofsted for all school improvement outcomes across the city, OFSTED inspections and responds to specific issues around brokering support from Teaching Schools for under-performing schools. The total remuneration for this post is up to £67k and is inclusive of a market rate supplement of up to an additional £3.9k
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Strategic Lead	£58,494	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.

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 in April 2018.

Footnotes from the organisational structure chart

1. This post has a dual reporting line, to the Chief Accountable Officer of Manchester Health & Care Commissioning (MHCC), as well as to the Council's Chief Executive.
2. 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.
3. The individual in this post is fulfilling additional responsibilities via an honorarium arrangement.
4. This post reports to the Head of Commissioning & Delivery in Growth & Neighbourhoods, but also has a reporting line to the Head of Corporate Estates & Facilities in Strategic Development for the management of the Facilities Management Service.
5. 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.
6. This post reports to the Director of Galleries, employed by the University of Manchester as part of Manchester City Council's partnership arrangements. The Strategic Lead (Libraries, Galleries & Culture) provides management for employment matters as the Director of Galleries is not employed by Manchester City Council.
7. This post is currently covered through a secondment arrangement from the National Health Service.
8. The individual in this post is currently seconded to Greater Manchester Health and Social Care Partnership.
9. The individual in this post is currently seconded to the Greater Manchester Combined Authority for 4 days per week.

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