

DELEGATED ITEM

Oldham Partnership Support Team: Succession Arrangements

Report of Assistant Chief Executive

Portfolio Responsibility: Councillor Howard Sykes, Leader and External Relations and Special Projects

1 February 2011

Officer Contact: Carolyn Wilkins
Ext. 3192

Purpose of Report

The purpose of this report is to seek approval to establish a post of Principal Programme Manager (External Funding).

Executive Summary

The Oldham Partnership Support Team has been in place to provide programme management, strategic development and administrative support to the Oldham Partnership. The team has been funded through external grants which end at 31 March 2011. The team will be disestablished from this date. However, there is a requirement to continue to programme management of remaining external grant funding (including European Funding), including fulfilling accountable body requirements. It is therefore proposed to establish a post of Principal Programme Manager (External Funding).

Recommendations

It is recommended that the post of Principal Programme Manager (External Funding) be established and the redeployment process undertaken without delay.

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Report of Assistant Chief Executive

Portfolio Responsibility: Leader, External Relations and Special Projects

1 Purpose of Report

- 1.1 The purpose of this report is to seek approval to establish a post of Principal Programme Manager (External Funding) as part of the succession arrangements for the Oldham Partnership Support Team.

2 Executive Summary

- 2.1 The Oldham Partnership Support Team has been in place to provide programme management, strategic development and administrative support to the Oldham Partnership. The team has been funded through external grants which end at 31 March 2011. The team will be disestablished from this date. However, there is a requirement to continue to programme management of remaining external grant funding (including European Funding), including fulfilling accountable body requirements. It is therefore proposed to establish a post of Principal Programme Manager (External Funding).

3 Recommendations

It is recommended that:

- 3.1 It is recommended that the post of Principal Programme Manager (External Funding) be established and the redeployment process undertaken without delay.

4 Background

- 4.1 In February 2007, the current structure for the Oldham Partnership Support Team came into effect 1st July 2009. This was based within the Assistant Chief Executives Directorate with the creation of an Assistant Executive Director for External Partnerships.
- 4.2 The Team provided the programme management hub for Area Based Grant, in addition to providing support to the central aspects of the Partnership. Team functions included:
- Strategy formulation and performance management
 - Servicing and supporting the LSP
 - Commissioning and programme management hub
 - Co-ordinating external funding bids
 - HMR Accountable Body role

- Marketing and Communications
- Resource procurement and external funding

4.3 The policy and financial context in which the partnership operates has changed significantly over recent months. The changes include the abolition of Comprehensive Area Assessment, Public Service Agreements, Local Area Agreements, Place Survey and the National Indicator Set. The challenging financial context has been well documented elsewhere – but of particular relevance here is the in-year reductions in, and removal of Area Based Grant funding streams for 2011/12.

5 **Current Position**

5.1 The majority of the Oldham Partnership Support Team is funded by external funding streams, principally Area Based Grant (and Housing Market Renewal funding) that will not continue in 2011/12. Therefore the team will be disestablished with effect from 31 March 2011. It is suggested one post (to be funded by the Council) be continued until end April 2011 to oversee programme closure.

5.2 Work is underway to finalise the succession arrangements for the Support Team with effect from April 2011. As there are no additional resources available, all requirements will need to be incorporated within existing resources. This includes underspend from the ABG Programme. The programme management requirement for Area Based Grant will conclude with the end of the programme in March 2011. It is anticipated the programme will be closed down by mid-April.

5.3 There are a number of external funding streams that will currently continue into 2011/12 that the Oldham Partnership Support Team are currently Accountable Body for:

Funding Stream	Funding	Technical Assistance
GMESH	£5,116,950	£35,000
ISUS	£564,200	£9,230
MOBISec	£150,000	£10,000
Mandie	£150,000	£4,000
Sufalnet 4EU	£189,000	£5,000
TOTAL	£6,170,150	£63,230

5.4 The GMESH funding is linked to Oldham taking accountable body role on behalf of AGMA. If the post were not established this funding would not be received by Oldham Council. It is therefore proposed that this funding is allocated to provide the post of Principal Programme Manager (External Funding).

5.5 The OPST currently supports coordination of external funding and securing opportunities, as well as the programme management responsibility. Given the challenging financial circumstances this role will be increasingly important in the future.

6 Options/Alternatives

- 6.1 Do not establish post. This would mean reduced capacity for securing and coordinating external funding and significantly reduced capacity for accountable body
- 6.2 To establish the post of Principal Programme Manager (External Funding)

7 Preferred Option

- 7.1 To establish the post of Principal Programme Manager (External Funding)

8 Consultation

- 8.1 Full consultation has been undertaken with the staff affected and the trade union representative. During this consultation period we had no comments from the staff affected or the trade union representative.

9 Financial Implications

- 9.1 The Principal Programme Manager (External Funding) post has been graded at SM3, resulting in a 2011/12 salary cost of £54,780 inclusive of on costs. The confirmed external grant funding due in 2011/12 is £63,230. The additional income will allow a small non-pay budget of £8,450 that will be sufficient to cover all project related expenses e.g. European Travel & Accommodation etc.

The post will be dependent on receipt of external funding, and will only continue if a sufficient amount of external funding is receipted (Lisa Beach)

10 Legal Services Comments

10.1

11 Human Resources Comments

- 11.1 This post has been developed following consultation with the HR Manager (ACE) and the Pay and Reward Manager and has been assessed as being an SM3 level post.
- 11.2 There are a number of appropriately skilled staff who are currently on notice of redundancy in the Partnership Team. It is proposed that this post is ringfenced for those staff resulting in a successful redeployment situation. This will not only enable the Council to retain the services of a highly skilled employee but will also avoid the need for a compulsory redundancy, thus making a significant saving on redundancy costs (Deborah Lucas).

12 Risk Assessments

- 12.1 As can be seen from the job description and person specification of the proposed new post, health, safety and risk management are key requirements of the role.

13 IT Implications

13.1 There are no IT implications arising from this report.

14 Property Implications

14.1 None.

15 Procurement Implications

15.1 None.

16 Environmental and Health & Safety Implications

16.1 None.

17 Community Cohesion Implications [including Crime & Disorder Implications in accordance with Section 17 of the Act] and Equalities Implications

17.1 The proposals contained within this report will ensure that the staff within the service are managed effectively and treated with fairness and equity.

18 Key Decision

18.1 No.

19 Background Papers

19.1 The following is a list of background papers on which this report is based in accordance with the requirements of Section 100(1) of the Local Government Act 1972. It does not include documents which would disclose exempt or confidential information as defined by the Act:

Nil.

20 Appendices

20.1 Appendix 1 Proposed job description for the post of Principal Programme Manager (External Funding)

Signed _____ Leader, Cabinet Member for External Relations and Special Projects	Dated _____
Signed _____ Executive Director	Dated _____