

CABINET - THURSDAY, 1 JUNE 2023

Report of the Head of Governance and Human Resources Lead Member:

Part A

PARTNERSHIP ARRANGEMENT WITH LEICESTERSHIRE COUNTY COUNCIL FOR STRATEGIC HUMAN RESOURCES SERVICES

Purpose of Report

To seek approval to enter into a further period of a 'public-to-public' partnership arrangement with Leicestershire County Council for strategic human resources services, including corporate health and safety support.

Recommendation

That delegated authority be given to the Head of Governance & Human Resources to enter into a 'public-to-public' agreement with Leicestershire County Council for strategic human resources services, including corporate health and safety support, to commence on 1st November 2023 for a period of five years, extendable by mutual agreement for a further period of up to five more years.

Reason

To ensure that the current arrangements can continue for a further period to ensure continuity and ongoing service provision.

Policy Justification and Previous Decisions

At the Cabinet meeting on 14th October 2021, it was agreed to extend the current agreement for two years (minute ref 41), which comes to an end in October 2023.

Implementation Timetable including Future Decisions

If approved, an agreement will be drawn-up to commence on 1st November 2023 for a period of five years, which is it proposed will be extendable for up to a further five years by mutual agreement.

Report Implications

Financial Implications

The current relevant budgets for 2023/24 are as follow:

| | Annual Budget £ |
|--|----------------------------|
| Strategic Human Resources (A020 E0218) | 220,600 |
| Corporate Health & Safety (C100 D0501) | 45,100 |
| TOTAL | 265,700 |

It is anticipated that the new agreement will continue with the current pricing levels, and so the costs can be met from within the existing budgets.

Risk Management

There are no specific risks associated with this decision.

Equality and Diversity

None identified.

Climate Change and Carbon Impact

None identified.

Crime and Disorder

None identified.

Wards Affected

None - the recommendation relates to internal support service arrangements.

Publicity Arrangements

Not applicable.

Consultations

Internal consultation was undertaken with the Strategic Leadership Team who supported continuing with the current arrangements with Leicestershire Council Council.

Links to the Corporate Strategy

| | |
|----------------------------|-----|
| Caring for the Environment | No |
| Healthy Communities | No |
| A Thriving Economy | No |
| Your Council | Yes |

Key Decision: Yes

Date included on Forward Plan 8/2/23

Background Papers: None

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Part B

Background

1. The Council's human resources (HR) service is delivered under a hybrid model.
2. Under a 'public-to-public' partnership arrangement Leicestershire County Council provide strategic HR advice to the Council, including reviewing and developing policies, and supporting and advising managers with matters such as attendance management, grievances, disciplinary and capability issues, and organisational change processes.
3. Transactional HR services, including recruitment and on-boarding, and administering contractual changes, are provided by the Council's own small team of HR support staff, who work closely with the County's Strategic HR advisers.
4. This hybrid service model has been improved and developed over a number of years, and works effectively and efficiently.
5. In 2018, as an extension to the agreement the County Council commenced provision of corporate health and safety support to the Council. Again, this arrangement has proven to work well for the Council, and offers a greater degree of resilience than would be possible if the Council were to employ its own single health and safety officer as had previously been the case.
6. The current partnership agreement with the County Council, which has already been extended twice, has now been in place for a number of years and comes to an end in October 2023.
7. Consultation has been undertaken with the Senior Leadership Team, who felt that because the current arrangements are working effectively and efficiently, discussions should be held with the County Council with a view to entering into an updated agreement to continue the arrangements for a further period.
8. The County Council have indicated that they would support entering into a further agreement to continue with the arrangements for a further period of five years, and it is suggested that the agreement include provision to extend for up to a further five years by mutual agreement.
9. It is also proposed that the agreement should include a notice period of six months, exercisable by either side.
10. It should be noted that if the agreement does come to an end, it is likely that 'Transfer of Undertakings - Protection of Employment' (TUPE) provisions may apply to those County Council staff currently providing relevant services to the Council.
11. Cabinet is asked to support these proposals, and to give delegated authority to the Head of Governance and Human Resources to enter into an agreement with the County Council on the basis as set out in this report.