

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

<b>Reference Number:</b>	<b>4599</b>
<b>Author:</b>	<b>Ceri Morgan</b>
<b>Department:</b>	<b>Finance and Resources</b>
<b>Contact:</b>	<b>Ceri Morgan</b> <b>(Job Title: Business Change Manager- EMSS &amp; Oracle, Email: ceri.morgan@nottinghamcity.gov.uk, Phone: 01158763817)</b>
<b>Subject:</b>	<b>Fit for the Future- Temporary additional capacity to complete HR/Payroll Implementation</b>
<b>Total Value:</b>	<b>£165,131 (Type: Revenue)</b>
<b>Decision Being Taken:</b>	<b>To agree draw down on the Fit for the Future (FFTF) Reserve funding for temporary additional capacity in HR for 12 months to complete the implementation of Oracle Fusion and associated business change, as detailed in the attached briefing note.</b>
<b>Reasons for the Decision(s)</b>	<b>Due to both the Pandemic and the settled legal action with Oracle, there were numerous delays to the FFTF programme. This resulted in NCC HR and Payroll only going live in September 2021. This also meant that some required and agreed functionality has not yet been developed and deployed (such as the recruitment module in Oracle Fusion) and the backing out of workaround fixes is required (payroll and pensions) to ensure that all functionality in these areas are performing as required and expected, meeting the statutory duties of the employer. The EMSS Joint Committee are involved in these discussions and any and all Partner/ EMSS decisions are being discussed in this governing body.</b>
<b>Briefing notes documents:</b>	<b>Online DDM - Approval to draw down on FFTF Reserve for Temporary Additional Capacity in HR&amp;EDI.docx</b>
<b>Other Options Considered:</b>	<b>There is no current capacity in house to deliver on these organisational and programme priorities. If no additional resources are approved then this activity cannot be undertaken and completed and the system will not be capable of being used to its full potential which will impact Council business.</b>
<b>Background Papers:</b>	

**Published Works:**

**Affected Wards:**

**Citywide**

**Colleague / Councillor Interests:**

**None.**

**Consultations:**

**Date: 16/03/2022**

**Chief Finance Officer: Lisa Kitto**

**Lisa supported the proposal of seeking approval to draw down on current reserve.**

**Those not consulted are not directly affected by the decision.**

**Crime and Disorder Implications:**

**N/A- this is a temporary internal additional capacity to complete an organisational transformation programme**

**Equality:**

**EIA not required. Reasons: N/A- this is a temporary internal additional capacity to complete an organisational transformation programme**

**Relates to staffing:**

**Yes**

**Decision Type:**

**Portfolio Holder**

**Subject to Call In:**

**Yes**

**Call In Expiry date:**

**25/04/2022**

**Advice Sought:**

**Legal, Finance, Human Resources**

**Legal Advice:**

The proposals in this report raise not legal issues and are supported.

As detailed within the report, for various reasons, the work that was necessary to complete delivery of the new Oracle Fusion has not been undertaken. The additional resources identified will seek to provide specialist support and capacity to deliver the project to completion, without which the Council will be left with a system that does not deliver in full which will in turn have a knock on impact to Council's operations and services.

Recruitment of the temporary posts will need to be in accordance with the Council's recruitment processes. Advice provided by Dionne Claire Screamon (Solicitor) on 29/03/2022.

**Finance Advice:**

See attachment  
 Advice provided by Tania Clayton Perez (Commercial Business Partner) on 22/03/2022.  
 Advice documents: 220322 FA-HR.docx

**HR Advice:**

The proposal outlines a resourcing requirement to ensure the delivery of the Council's new Oracle 'Fusion' system. The resources identified provide a range of specialist skills to enable delivery. Part of the resourcing plan will see internal colleagues retained within the team, with some of the roles potentially requiring a recruitment process. If supported, existing knowledge within the current team can be retained and utilised in this next phase of the project. Consideration should be given to any exit costs if recruiting additional resources on fixed term contracts, such as redundancy payments. Advice provided by Paul Slater (HR Business Lead) on 21/03/2022.

**Signatures**

Sam Webster (PH Finance and Resources)  
 SIGNED and Dated: 13/04/2022  
 Clive Heaphy (Interim Corporate Director for Finance & Resources)  
 SIGNED and Dated: 31/03/2022