

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	1971
Author:	Emma Hodgett
Department:	Resources
Contact:	Rachael Morris (Job Title: Employability & Skills Consultant, Email: rachael.morris@nottinghamcity.gov.uk, Phone: 01158763459)
Subject:	Funding for People Plus 2015/16
Total Value:	£146,664 Comprising of £87,864 for staff and £58,800 system costs (Type: Revenue)
Decision Being Taken:	The decision required is a dispensation from contract procedure rule 5.1.2 to conduct a direct award to AES and SHL for the delivery of People Plus to continue from 1st April 2015 to 31st March 2016. The costs include both the resource required to deliver the scheme (3 x Grade F Facilitators) and the required software, including the purchase of OPQ (Occupational Personality Questionnaires) links. The proposal is to fund this from the Workforce Issues reserve for 2015/16.
Reasons for the Decision(s)	<p>The original business case for an internal jobs market model; People Plus was agreed up until 31st March 2015 and a direct award was granted previously. No costs have been agreed beyond the original scope. The model was fully implemented mid August 2013 and the outcomes have been positive to date. Redeployment of internal colleagues has risen and spend on external advertising has significantly reduced (by 60% so far this year).</p> <p>The implementation of an internal jobs market was a radical change to the way in which we resource the organisation and it is still relatively early days to fully measure the sustained impact. That said, this approach does support greater mobility of the workforce and will support broader 70/30 service redesign activities over the next 12 months.</p> <p>We have investigated the market for alternative competitors to provide this service and have not been able to identify any providers who can supply the same functionality and it is on this basis that we seek dispensation.</p>

Other Options Considered: Not to continue to fund People Plus. Without approval to fund People Plus to continue beyond 31st March 2015, it will not be possible to provide the existing mechanism to redeploy colleagues. It is a statutory requirement for employers to try and identify suitable alternative employment for colleagues selected for redundancy and we would need to revert back to a paper based approach, which is less effective. Mobilisation of the workforce could also be stifled.

Consideration is being given to how People Plus can be developed in order to deliver further positive outcomes for the Council and workforce.

Background Papers:

Published Works:

Affected Wards: Citywide

Colleague / Councillor Interests: The approach has been supported by CLT, Councillor Collins and Councillor Chapman and regular updates have been provided to ACOS and Leading Nottingham.

Dispensation from Financial Regulations: Yes

Consultations: Those not consulted are not directly affected by the decision.

Crime and Disorder Implications: this is not applicable

Equality: EIA not required. Reasons: This is a request for an extension to an existing scheme. EIA's have been undertaken pre implementation and post - 3 in total to date.

Decision Type: Portfolio Holder

Subject to Call In: Yes

Call In Expiry date: 08/05/2015

Advice Sought:

Legal, Finance, Procurement, Human Resources

Legal Advice:

Legal Observations (employment law)

Under Section 7 of the Local Government and Housing Act 1989, any appointment to the proposed posts should be made on merit.

**John Bernard-Carlin
(Team Leader)**

Housing, Employment & Education Team Advice provided by John Bernard-Carlin (Team Leader) on 06/03/2015.

Finance Advice:

Approval is sought for a dispensation from contract procedure rule 5.1.2 to conduct a direct award to AES and SHL for the delivery of People Plus to continue from 1st April 2015 to 31st March 2016. The full cost of this proposal for one year is £0.147m and it is proposed that this be funded from the Workforce Issues reserve, the reserve includes provision for this cost in 2015/16.

The extension of this scheme will enable the Authority to potentially redeploy internal colleagues at risk of redundancy and hence reduce redundancy costs. There will also be savings in respect of external advertising costs. The savings in 2014/15 were £0.074m in external advertising and £0.525m in redundancy costs which contribute to the workforce big ticket savings.

Advice provided by Steve Hales (Finance Analyst) on 25/03/2015.

Procurement Advice:

The proposal is for a dispensation from contract procedure rule 5.1.2 to allow a direct award to AES and SHL for the continued provision of people plus during 15/16. Upon discussion with the report author, they have satisfied themselves that having investigated the market that there are no suitable alternative providers who can incorporate the OPQ world wide assessment tool into their matching process which then forms part of the colleague profile.

On this basis, and the precedent set by other local authorities with the same approach, that there are no significant procurement concerns with this proposal.

Advice provided by Rosalie Parkin (Category Manager) on 20/03/2015.

HR Advice:

This funding request covers the cost of 3 Grade F posts. These posts are currently established within the OT structure. This report request further funding for a period of 12 months. If at the end of this period the roles are discontinued or changed further advice should be sought from the HR Business Partner as this may lead to a redundancy situation. Where the current incumbents have 2 years service or more there will be a redundancy cost to NCC which will need to be considered.

I would support this request, for the time bound period of 12 months.

Shaune Loughlin HR Business Partner Advice provided by Shaune Loughlin (HR Business Partner) on 10/03/2015.

Signatures

Graham Chapman (PH for Resources and Neighbourhood Regeneration)
SIGNED and Dated: 29/04/2015
Ian Curryer (Chief Executive)
SIGNED and Dated: 27/04/2015
Geoff Walker (Acting Head of Strategic Finance) - Dispensation from Financial Regulations
SIGNED and Dated: 24/04/2015
Chief Financial Officer's Comments: