



Haringey Council

Agenda item:

[No.]

General Purposes Committee

On 19<sup>th</sup> May 2011

Report Title: Procurement Support Function Review – Update on Ringfence Proposals

Report of **Assistant Chief Executive**

Signed :

Contact Officer : Stuart Young, 020 8489 3174

Wards(s) affected: **[All / Some (Specify)]**

Report for: **[Key / Non-Key Decision]**

**1. Purpose of the report**

1.1. This paper provides an update about ringfence proposals put forward as part of the Procurement function review. At the last meeting of General Purposes Committee, Members asked for a report to come back once further discussions had been held with management and the trades unions.

**2. Recommendations**

Members are asked to note:

- 2.1. That the Assistant Chief Executive has reviewed the ringfence proposals for the Procurement service. As a part of the review discussions have been held with management, HR and the trade unions.
- 2.2. Arising from the review changes to the schedule of ringfences have been made.

**3. Reason for recommendation(s)**

3.1. General Purposes Committee asked that a review of proposed ringfence arrangements take place following concerns from the trade unions, raised at the last meeting of the Committee.

#### **4. Other options considered**

4.1. Any options considered were in line with the Council's re-organisation policy. That policy allows for a range of employment selection options: assimilation; closed ringfence; open ringfence; and assessment by interview, test, etc.

#### **5. Summary**

- 5.1. At the last meeting of General Purposes Committee on 18<sup>th</sup> April 2011, Members noted concerns raised by the trade unions about ringfence arrangements presented in a review of a Procurement function. In particular the unions were unhappy about the high number of assimilation proposals. It was their view that such approach favoured staff currently employed in the corporate unit over those from departments.
- 5.2. The Assistant Chief Executive was asked to review arrangements for appointing to the new structure. A paper review of all relevant job descriptions and proposals was undertaken. Meetings were held with HR, Procurement management and the trade unions.
- 5.3. In general terms the findings were that those jobs identified for assimilation did represent substantial overlap in duties. Once this was established consideration was given to whether a wider group of posts might also be included generating ringfences for those jobs identified for assimilation.
- 5.4. One area of change arising from the review is the application of an open ringfence to 5 posts of Procurement Contract Officer. This change will enable more staff from various directorates to take part in competition for the posts. Some of the posts are specialist so staff will be asked to state a preference to allow each interview to be tailored to question the areas of each job.
- 5.5. Three other requests for changes from the unions were considered but not felt to warrant change.

#### **6. Chief Financial Officer Comments**

6.1. There are no financial implications arising from this report as the recommendations do not alter the proposed Procurement structure reported to GP Committee on 18<sup>th</sup> April 2011.

#### **7. Head of Legal Services Comments**

7.1. There are no specific legal implications arising out of this report that were not the subject of comment in the paper to GP Committee on 18<sup>th</sup> April 2011

#### **8. Equalities & Community Cohesion Comments**

8.1. An equality impact assessment was completed and included in the pack of papers for Committee on 18<sup>th</sup> April 2011.

**9. Consultation**

9.1. The comments in this report arise from consultation concerns expressed during a consultation period. This report has been written following consultation with the trade unions.

**10. Service Financial Comments**

10.1. There are no additional financial implications arising from this report

**11. Use of appendices /Tables and photographs**

11.1. N/A

**12. Local Government (Access to Information) Act 1985**

12.1. [List background documents]

12.2. [Also list reasons for exemption or confidentiality (if applicable)]