



**Haringey Council**

<b>Report for:</b>	<b>Corporate Committee</b>	<b>Item Number:</b>	
<b>Title:</b>	<b>Shared Services – Employment Protocols</b>		
<b>Report Authorised by:</b>	<b>Stuart Young, Assistant Chief Executive</b>		
<b>Lead Officer:</b>	<b>Steve Davies, Head of Human Resources</b>		
<b>Ward(s) affected: ALL</b>	<b>Report for Key/ Non Key Decisions: Non Key Decision</b>		

**1. Describe the issue under consideration**

To provide the committee with progress on the shared service Employment Protocols being developed jointly with the London Borough of Waltham Forest to provide a framework for managing the employment issues that will arise from providing services jointly by two or more London boroughs.

**2. Cabinet Member introduction**

Not applicable

**3. Recommendations**

To note the report and attached Employment Protocols framework. A further report together with finalised Employment Protocols will be put before the committee following consultation with the unions.

**4. Other options considered**

Not applicable.



## **5. Background information**

Haringey and Waltham Forest Councils entered into a Memorandum of Understanding in November 2010. The agreement was that we would treat each other as preferred partners in any consideration of shared service operations.

A number of shared service projects are planned in a number of phases. Some of the projects involve shared procurement/commissioning exercises. Others will involve staffing reorganisations. An example is the Economic Regeneration reorganisation previously considered by the committee and Regulatory Services due to come before the committee.

In the course of managing these restructures officers from both councils have been working to understand the employment issues and differences within each borough to provide a standard framework or 'protocol' for managing and handling the employment issues for similar shared service operations going forward.

Officers have started consultation engagement with the unions to better inform the protocols with the aim to develop a set protocols that the unions endorse.

Attached as Appendix A is a draft document that outlines the principles for managing shared services from an employment perspective.

## **6. Comments of the Chief Finance Officer and financial implications**

As clearly stated in the report, the protocols set out in Appendix A are currently in draft form and are likely to change following the engagement with stakeholders. The consultation and work culminating in the finally agreed protocols is currently expected to be met from existing resources.

Any financial implications arising from the final protocols will be set out in the report back to committee.

## **7. Head of Legal Services and legal implications**

The Head of Legal Services has been consulted on the content of this report which is for noting and has no specific comment.

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

Equalities considerations will be factored into the Employment Protocols as these are developed.

## **9. Comments**



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Not applicable

#### **10. Head of Procurement Comments**

Not applicable

#### **11. Policy Implications**

The protocols are being developed to provide a pathway and framework for managing the differences between the employment policies of two employers. Although there are no direct changes proposed to either employers employment policies as a result of these protocols, when shared service arrangements have been working successfully for a period of time it would make sense to consider a closer alignment of the employment policies to assist in the management of shared services.

#### **12. Use of Appendices**

Appendix A – Draft Employment Protocols for Shared Services

#### **13. Local Government (Access to Information) Act 1985**

No documents that require to be listed were used in the preparation of this report.