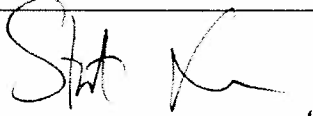


Haringey Council

Report for:	Corporate Committee 15 May 2012	Item Number:	
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Title:	Shared Services – Employment Protocols
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Report Authorised by:	Stuart Young, Assistant Chief Executive	
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Lead Officer:	Steve Davies, Head of Human Resources
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Ward(s) affected: ALL	Report for Key/ Non Key Decisions: Non Key Decision
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1. Describe the issue under consideration

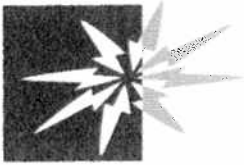
To provide the committee with a set of shared service Employment Protocols developed jointly with the London Borough of Waltham Forest and the unions to provide a framework for managing the employment issues that will arise from providing services jointly by two or more London boroughs.

2. Cabinet Member introduction

Not applicable

3. Recommendations

- 3.1 That the committee approve the attached Employment Protocols framework at appendix A, but note that some finalised discussion may be required to agree the secondment agreement to be used.
- 3.2 The framework and operating principles are agreed by all parties, however, the committee is asked to delegate any further changes to the terms of the secondment agreement template to the Head of HR following discussion with legal and union colleagues from both boroughs.



Haringey Council

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 and Regulatory Services reorganisations which have been previously considered by 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.

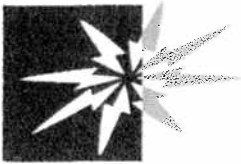
Officers have undertaken consultation and engagement with the unions to better inform the protocols and have developed a set of employment protocols that the unions endorse.

The staff involved in shared services will be protected by way of detailed secondment agreements that outline the contractual responsibilities of all parties to the secondments.

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

6. Comments of the Chief Finance Officer and financial implications

There are no direct financial implications arising from the proposed employment protocols framework however, agreement to this framework should reduce the likelihood of financial problems arising further down the line as the framework clearly sets out responsibilities of both organisations in each of the three types of partnership.



7. Head of Legal Services and legal implications

Section 101(5) of the Local Government Act 1972 provides that two or more local authorities may discharge any of their functions jointly and, where arrangements are in force for them to do so, may arrange for the discharge of those functions by an officer of one of them. Section 112 of the 1972 Act provides that a local authority may appoint such officers as they think necessary for the proper discharge by the authority of such of their or another authority's functions as fall to be discharged by them. Section 113 of the 1972 Act allows an authority to place its officers at the disposal of another authority on such terms as they might agree. The Employment Protocols for Shared Services set out in this report fall within this statutory framework and has been endorsed by recognised trade unions.

8. Equalities and Community Cohesion Comments

Equalities considerations are factored into the Employment Protocols as they are applied.

9. Head of Procurement Comments

Not applicable

10. 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.

11. Use of Appendices

Appendix A – Employment Protocols for Shared Services

12. Local Government (Access to Information) Act 1985

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

