



**ONESOURCE JOINT COMMITTEE  
ADDITIONAL MEETING  
AGENDA**

<b>11.00 am</b>	<b>Thursday 1 March 2018</b>	<b>Havering Town Hall</b>
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**COUNCILLORS:**

**LONDON BOROUGH OF  
HAVERING**

Councillor Ron Ower  
Councillor Melvin Wallace  
Councillor Damian White

**LONDON BOROUGH OF  
NEWHAM**

Councillor Lester Hudson  
Councillor Forhad Hussain  
Councillor Tonii Wilson

**LONDON BOROUGH OF  
BEXLEY**

Councillor Donald Massey

**For information about the meeting please contact:  
Andrew Beesley, Head of Democratic Services  
[andrew.beesley@onesource.co.uk](mailto:andrew.beesley@onesource.co.uk)**

## NOTES ABOUT THE MEETING

### 1. HEALTH AND SAFETY

The Joint Committee is committed to protecting the health and safety of everyone who attends its meetings.

At the beginning of the meeting, there will be an announcement about what you should do if there is an emergency during its course. **For your own safety and that of others at the meeting, please comply with any instructions given to you about evacuation of the building, or any other safety related matters.**

### 2. MOBILE COMMUNICATIONS DEVICES

Although mobile phones, pagers and other such devices are an essential part of many people's lives, their use during a meeting can be disruptive and a nuisance. Everyone attending is asked therefore to ensure that any device is switched to silent operation or switched off completely.

### 3. CONDUCT AT THE MEETING

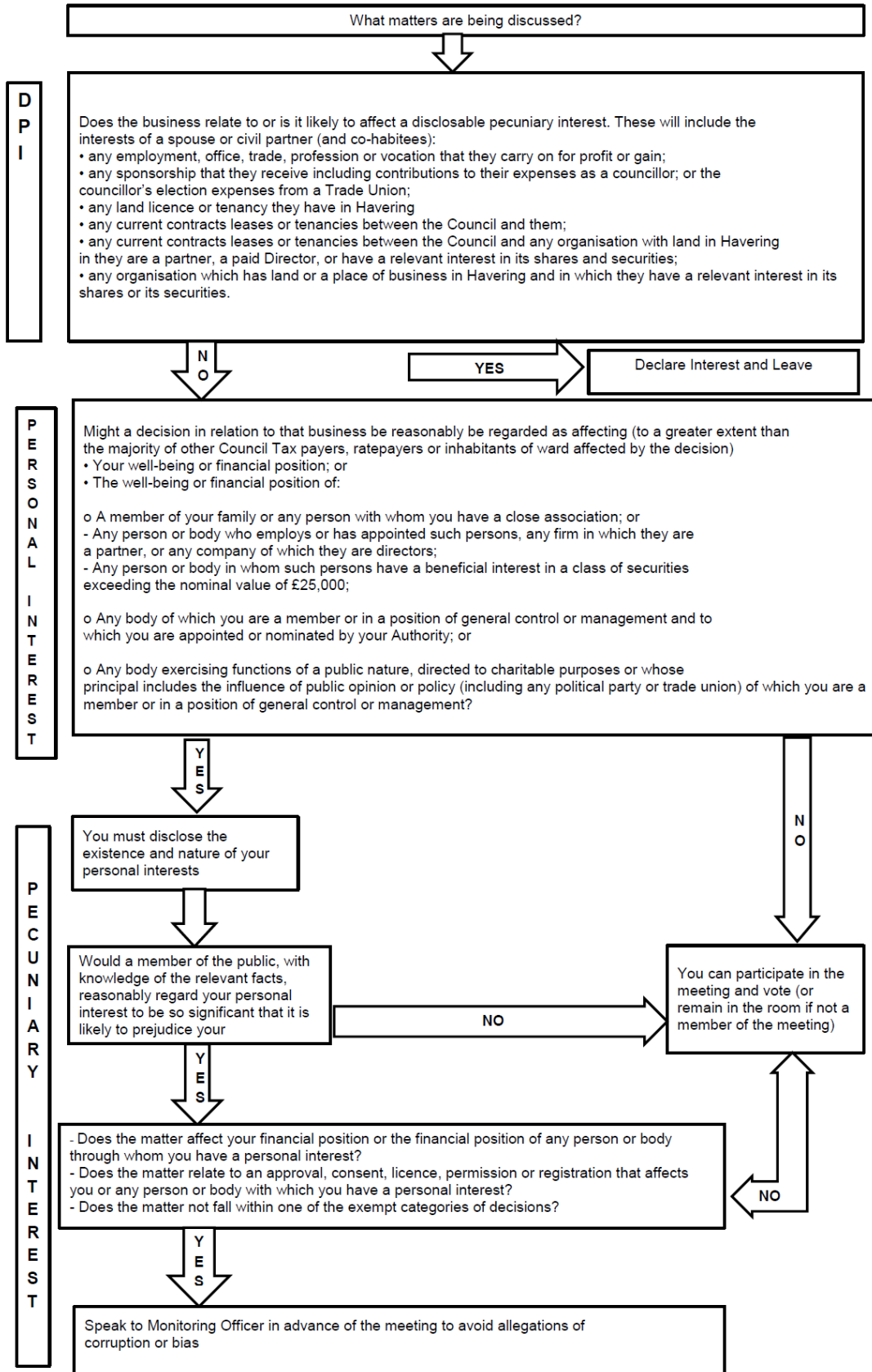
Although members of the public are welcome to attend meetings of the Joint Committee, they have no right to speak at them. Seating for the public is, however, limited and the Joint Committee cannot guarantee that everyone who wants to be present in the meeting room can be accommodated. When it is known in advance that there is likely to be particular public interest in an item the Joint Committee will endeavour to provide an overspill room in which, by use of television links, members of the public will be able to see and hear most of the proceedings.

The Chairman of the meeting has discretion, however, to invite members of the public to ask questions or to respond to points raised by Members. Those who wish to do that may find it helpful to advise the Clerk before the meeting so that the Chairman is aware that someone wishes to ask a question.

**PLEASE REMEMBER THAT THE CHAIRMAN MAY REQUIRE ANYONE WHO ACTS IN A DISRUPTIVE MANNER TO LEAVE THE MEETING AND THAT THE MEETING MAY BE ADJOURNED IF NECESSARY WHILE THAT IS ARRANGED.**

If you need to leave the meeting before its end, please remember that others present have the right to listen to the proceedings without disruption. Please leave quietly and do not engage others in conversation until you have left the meeting room.

**DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF**



## **AGENDA ITEMS**

### **1 ANNOUNCEMENTS**

On behalf of the Chairman, there will be an announcement about the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

### **2 APOLOGIES FOR ABSENCE**

(if any) - receive

### **3 DISCLOSURES OF INTEREST**

Members are invited to disclose any pecuniary interests in any of the items on the agenda at this point of the meeting. Members may still disclose a pecuniary interest in an item at any time prior to the consideration of the matter.

### **4 CREATION OF ONESOURCE CHIEF EXECUTIVE POST (Pages 1 - 4)**



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## **ONESOURCE JOINT COMMITTEE**

**1 March 2018**

**Subject Heading:**

**Creation of oneSource Chief Executive post**

**Report Author and contact details:**

**Caroline Nugent, Director of HR, OD and Business Development  
01708 432181  
[caroline.nugent@onesource.co.uk](mailto:caroline.nugent@onesource.co.uk)**

**Financial summary:**

**There are no financial implications as the employment contract is moving from a Newham post to a Havering post. Salary costs budgeted for.**

### **SUMMARY**

The current oneSource Managing Director role is an established Newham role. As part of the process when new vacancies arise a decision has been made to re-designate this to a Havering established role in line with the recruitment protocols on vacant posts. The post will also be renamed as Chief Executive of oneSource

### **RECOMMENDATIONS**

The Joint Committee is asked to Create a post of oneSource Chief Executive as a Havering post, established at grade 17.

**REPORT DETAIL**

The current Managing Director of oneSource is a 1<sup>st</sup> tier post and reports to the Chief Executive of the Authority of which the post holder is an employee.

The Chief Executives have reviewed the current Managing Director post in oneSource. A role is required to cover a vacancy which has arisen due to the current post-holder seconding to a role in Havering as Chief Operating Officer. As the post holder is on secondment, the substantive role of Managing Director at Newham will still be required in order to facilitate salary payments and to ensure hierarchy processes work during the secondment.

When there is a need to recruit to a oneSource vacancy and before the vacancy is advertised, the employing council is determined at that point. OneSource is on a journey to increase trading opportunities and as a consequence of the discussions which have taken place, it is felt that the role should be re-designated as 'Chief Executive' under a Havering contract of Employment. As the role previously was a Newham contract of employment and in line with the oneSource Recruitment Protocol, this will be Havering contract to ensure a split of posts in the senior structure i.e. between Newham and Havering as Bexley has no directors in oneSource. The role will be a Grade 17 with a maximum spinal point of £148,938.

Arrangements to employ an interim for a period of up to a year have proved difficult as there are distinct requirements and timings with this role and it is felt that the best way forward is to employ a fixed term contract employee which will enable the Committee and the oneSource Partnership Board to review requirements during this time.

The oneSource partnership agreement states that appointments will be made by the appointing authority following consultation with the Joint Committee, who will be responsible for recommending the final candidate(s) to the relevant member appointments committee. For the purposes of the Managing Director post, candidates shall be interviewed by the Joint Committee and its preferred candidate shall be recommended to the employing Council to appoint following its own procedural rules.

The post of Managing Director will remain for the secondment period

**REASONS AND OPTIONS**

**Reasons for the decision:**

The fixed term option ensures the successful candidate will stay for the duration of the six months of the contract rather than relying on an interim at this stage in the oneSource journey

**Other options considered:**

Interim options were explored and the Chief Executives and representatives of the Joint Committee interviewed candidates, however, we were not successful for this key role. Re-designating the role as a Chief Executive and employing them in the short term will enable the Transition to Trading review to continue at pace and a full recruitment process will commence in the summer for the permanent role. The Joint Committee will interview the candidate(s) for the fixed term role.

**IMPLICATIONS AND RISKS**

**Financial implications and risks:**

Salary costs are budgeted and having an incumbent in a six month fixed term contract instead of an interim will reduce potential costs. An established role remains within salary budgets

**Legal implications and risks:**

The oneSource legal agreement sets out the process that is to be followed for the creation of new posts.

**Human Resources implications and risks:**

Human Resources will manage the process, in consultation with the three Chief Executives

**Equalities implications and risks:**

Equalities matters will be taken into consideration throughout the recruitment and selection process.

**BACKGROUND PAPERS**

None

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