

**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**

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 1st 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