

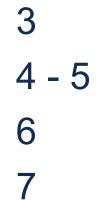
One Source Update

JOINT COMMITTEE - MARCH 2022



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1. Summary

- One source has seen a lot of change over the last few months, with the departure of the Executive Director and an interim reporting structure in place, pending longer term decisions on the future of one source.
- Currently the two s151 officers from each of the partner councils have stepped in as coleaders of one source in the short term, and with a 'pay and rations' reporting hierarchy that sees Conrad Hall take on line management responsibilities for the following members of OMT:
 - Ben Plant (HR&OD)
 - Asmat Hussain (Legal & Governance)
 - Sarah Bryant (Exchequer & Transactional)
 - Simon Oliver (ICT)
 - Liz Carswell (AD Policy, Performance & Programmes)
- In addition to his continuing line management responsibilities as Director of Finance, Dave McNamara takes on the line management responsibilities for:
 - Rose Younger (Procurement)
 - Mark Butler (Asset Management)
- These arrangements are interim measures only and in the longer term it is agreed that a review of the one source arrangement should take place which will allow us to re-look at the one source model, consider what works, what doesn't and how the model might be changed going forward to make the organisation more responsive to the Councils' priorities.
- This review will commence shortly and a key part of this will be conversations with the Members of the Joint Committee.

- In the meantime, the one source strategy for 2021-23 remains in place and is focussed on delivering our five overarching strategic priorities (see below).
- This presentation outlines the key actions from the third quarter 2021-22 that have contributed to delivering the one source strategy. This includes key activities from services (slides 4 & 5), as well as an overview of some of our key projects that drive delivery of the strategy (slide 6).
- Our overarching focus remains on the delivery of savings.

Our Five Priorities: 1 Develop a corporate centre model and 5 Continuously improve optimise our service offer across the business while prioritising key improvements 2 Strengthen our performance and governance framework 4 Develop and empower our people to shape our services 3 Nurture relationships so we're more customer-focussed and 3

effective



2. one source activities

Asset Management restructure MTFS savings	 Consultation on the Asset Management restructure commenced and is on track to deliver/exceed the MTFS savings requirement. 	Exchequer and Transactional restructure MTFS savings	• Consultation on the Exchequer and Transactional restructure commenced and is on track to deliver the MTFS savings requirement.
LBH Capital Finance Budget	 Secured £50m fixed rate loans over 50 years to help fund Havering Council's capital finance programme, and provide stability to borough's capital finance budget 	LBN Capital Finance Budget	 Secured £30m for Newham's capital programme thus helping to bring long term stability to borough's capital finance budget.
LBN Pension Fund	 Newham Council's Pensions fund shortlisted for a Local Authority Pension Fund, Investment Awards 2021 in the category for best climate change strategy – the event is on 29 March. 	Transport secured additional income	• Secured additional external work £420k for Havering Council since the start of the financial year and this figure continues to grow.
Havering Town Hall Phase 1 contract awarded	 Phase 1 contract for reconfiguration works has been successfully awarded. New appointment Centre due late May; re-provisioned MASH due Early June. 	Service Charge refund for Stratford Centre	 Property Services have successfully challenged backdated service charge demands relating to the Stratford Centre the outcome is a £354k refund for Newham Council.
Payroll and Pensions	 Processing 35 payrolls a month. Delivered the auto enrolment project for LBN and are preparing for LBH. 	Purchase card reviews completed	• Purchase card reviews for both councils were completed, confirming card holders and approvers. Revised monthly limits, resulted in reduced monthly liability for both councils.

one source Both boroughs Havering

Newham

key



2. one source activities (cont.)

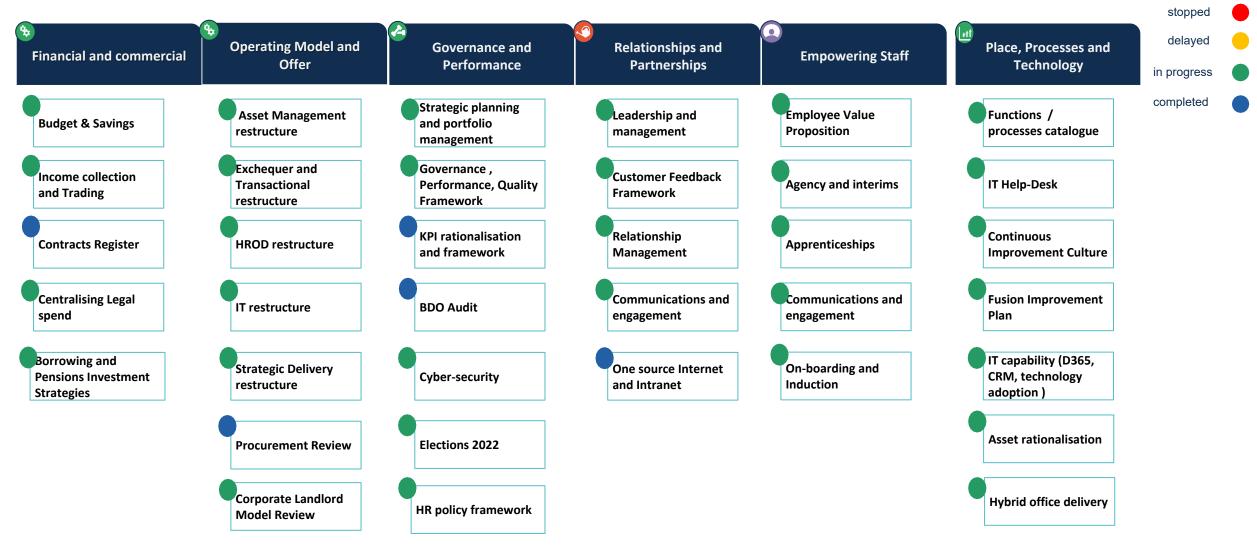
Omicron and working from home	 Supported both councils to monitor and manage the impact of omicron on their workforce, and comply with Plan B working from home directive. 	Annual Colleague Awards	 Delivered Newham's annual colleague awards event and commenced planning for the next event at Havering.
LBH New Leadership Programme	 Initiated the first phase of Havering's new leadership programme. 	LBN Carpenters Estate	 Legal worked with Newham Regeneration to provide strategic housing and planning advice for Carpenter's Estate; Landlord offer ballot 'yes' for estate regeneration.
Excel Centre redevelopment	• Securing planning permission and extensive 106 agreement for the redevelopment and extension of the Excel Centre.	Section 106 Waterloo Queen Street	 Section 106 agreement for the Waterloo Queen Street development. Havering.
Havering Town Hall Phase 1 contract awarded	 Phase 1 contract for reconfiguration works has been successfully awarded. New appointment Centre due late May; re-provisioned MASH due Early June. 	Little Ilford and Lister Schools expansions	 The latest phases of expansions to Little llford and Lister schools are now underway.
Onboarding and induction	 Commenced new project to transform end to end on-boarding and induction process for each council. 	One source internet and intranet	 One source internet went live in November, with intranet going live in February.

key

one source Both boroughs Havering

Newham

3. One source portfolio progress



key

4. Future of one source

- Following the departure of the Executive Director in December 2021, interim management arrangements have been put in place for one source, pending a more comprehensive review to consider the future of the organisation.
- This is an opportunity for us to re-look at the one source model, to consider what works, what doesn't and how the model might be changed going forward to make the organisation more responsive to the Councils' priorities.
- The s151 officers from both Councils have commissioned Ben Plant, Director of HR&OD to conduct a detailed review into one source and consider future options for the organisation.
- ▶ This review is currently being scoped, and likely to consider:
 - Leadership of one source
 - One source operating model
 - Stakeholder engagement
- Consultation with Members will be an integral part of this review, and the Director will be seeking meetings with all of the Joint Committee Members for detailed conversations on their views on the current one source arrangement and what it might look like in the future.
- Other stakeholders will also be consulted including, though not limited to, the Chief Executives, s151 officers, Council Directors and relevant council staff.
- ► The review will be bought back to the Joint Committee for consideration.

