

ONESOURCE JOINT COMMITTEE

28th April 2023

Subject heading:

**Future of One Source – Cabinet
Decisions and Next Steps**

Report author and contact details:

**Conrad Hall - Corporate Director
Resources (LBN)**

Conrad.hall@newham.gov.uk

**Dave McNamara - S151 Officer
(LBH)**

dave.mcnamara@havering.gov.uk

Financial summary:

SUMMARY

The decision to return a number of services to each borough, and retain a small number of services within one source was approved by each council cabinet on 4th April (Newham) and 12th April (Havering) respectively. This report notes the decisions approved by both cabinets, and the next steps in the programme delivery.

RECOMMENDATIONS

The Joint Committee are asked to note the:

- a. decisions taken by London Borough of Havering and Newham cabinets;
- b. next steps in the delivery of the project.

REPORT DETAIL

1. Background

1.1 One Source was established in 2014 by way of a Joint Committee and Delegation Agreement (the “Agreement”) as a joint arrangement between The London Borough of Newham (“LBN”) and The London Borough of Havering (“LBH”) to provide most of the back office or support functions that the councils depend on to deliver other services.

1.2 The Future of One Source was recently considered by both councils, culminating in proposals and recommendations presented to Newham Cabinet on 4th April, and Havering Cabinet on 12th April for formal approval.

2. Decisions of both Havering and Newham councils.

2.1 Final decisions were reached by both councils' cabinets, with approval to:

<p>1. <u>Withdraw</u> delegation from One Source of the following shared services:</p> <ul style="list-style-type: none"> • Human Resources and Organisational Development • Procurement • ICT • Asset Management • Finance: Pensions Accountancy and Treasury, Reconciliations 	<p>2. <u>Retain</u> existing delegations to those functions that remain within One Source, namely:</p> <ul style="list-style-type: none"> • Legal and Governance • Exchequer and Transactional • Corporate Business Systems Team • Print Services
<p>3. <u>Authorise</u> the Corporate Director of Resources (LBN) S151 Officer (LBH), in consultation with the Chief Executives, to make all necessary arrangements to give effect to 1 & 2 above.</p>	<p>4. <u>Waive</u> the right to any compensatory payments</p>

2.2 The arrangements to give effect to the withdrawal and retention of services in 2.1 above include but are not limited to:

- Implementing the HR and other operational processes to give effect to the recommendations.
- Agreeing the dates for the withdrawal of those services listed in 2.1
- Agreeing, amending and finalising any variation or variations to the Agreement and the delegations contained therein as necessary to give effect to 2.1, and thereafter to sign and complete any variation on behalf of LBN and LBH.
- Making arrangements to receive staff into LBN and LBH as a result of the amendments to the Agreement.
- Making arrangements (whether contractual or otherwise) to allow LBN and LBH to share some of the proposed withdrawn services for a transitional period beyond the agreed date of implementation whilst permanent arrangements are put in place within LBN and LBH.
- Making arrangements to provide a support service to the retained One Source services.

3. Next steps

3.1 There have been a range of staff briefings and updates with Trade Unions. Following the decisions of both cabinets another all staff briefing was undertaken on the 13th April 2023 and this also detailed next steps.

3.2 Detailed implementation plans are being developed overall, and for each service, and will be finalised over the next few weeks. All plans will be monitored via the Programme Board, and progress reported to both councils and periodically to Joint Committee.

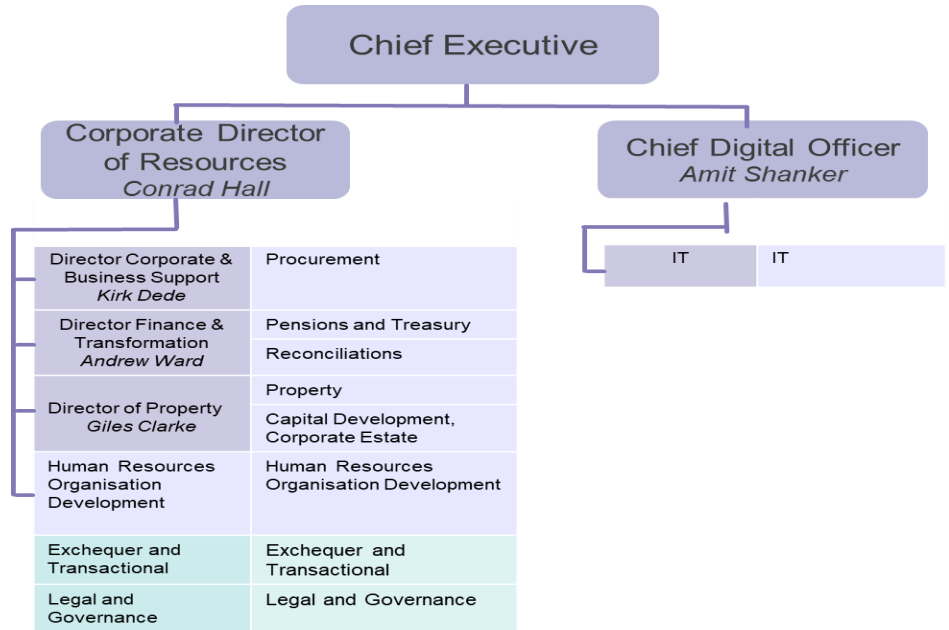
3.3 All services will return as swiftly as possible, applying the usual processes, including consultation with staff and Trade Unions. Formal consultation for shared services is as follows:

- HROD – Formal 45 day consultation launches on 24th April.
- Property Services - Formal 45 day consultation launches on 28th April.
- The remaining services' launch dates will be confirmed in the next few weeks with anticipated launch dates to be in May / June.

3.4 A jointly agreed ICT separation model is anticipated by May, which will be followed by a detailed road map for the return of IT to each borough.

3.5 All services returning to LBN apart from IT, will be moved to the Resources Directorate. IT will be moved to the Chief Digital Officer Directorate.

3.6 The remaining one source services will report to the Resources Directorate.

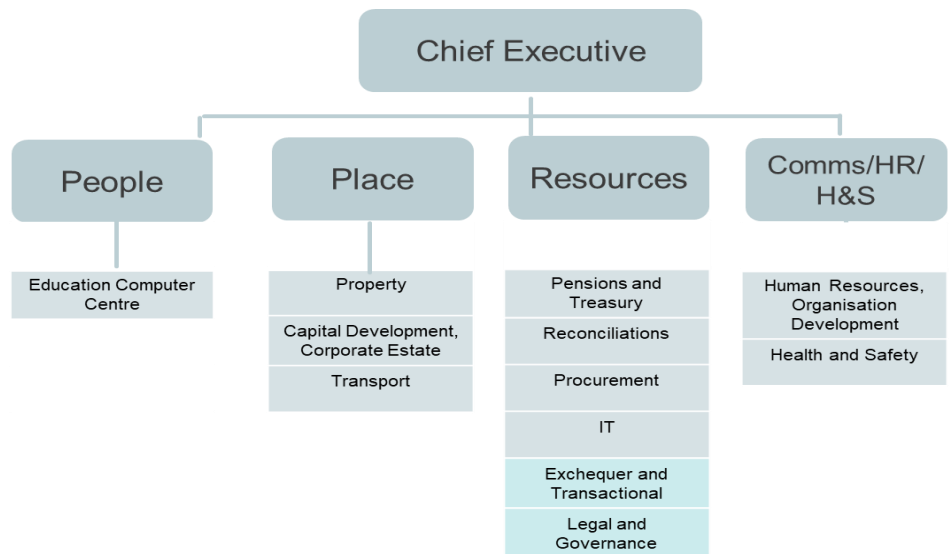


LBN Operating Model

3.7 All services returning to LBH (shared and non-shared) will be located within a pillar of Havering's proposed new operating model.

3.8 LBH's operating model is currently out for consultation for tiers 1 and 2, these tiers will be completed by the end of May.

3.9 The remaining one source services are proposed to be located within the Resources pillar.



LBH Operating Model

Background Papers

Link to LBN Cabinet report (4th April): [Future of one source services LBN](#)

Link to LBH Cabinet report (12th April): [Future of one source services LBH](#)