

## Notice of Non-key Executive Decision

<b>Subject Heading:</b>	Jobs Go Public – 3 year subscription
<b>Decision Maker:</b>	Barbara Nicholls, Strategic Director of People
<b>Cabinet Member:</b>	Cllr Oscar Ford
<b>ELT Lead:</b>	Tara Geere, Statutory Director for Children’s Services
<b>Report Author and contact details:</b>	<b>Lucy Franke</b> <a href="mailto:Lucy.franke@havering.gov.uk">Lucy.franke@havering.gov.uk</a>
<b>Policy context:</b>	Value for Money – there is no equivalent product available on the market. Jobs Go Public allows Education HR to place unlimited adverts on behalf of Schools, produce a weekly job bulletin and have a microsite promoting Havering to candidates, who buy into the recruitment assistance package.
<b>Financial summary:</b>	<p>Purchasing the subscription directly from Jobs Go Public allows Education HR to provide schools with an advertising platform at a heavily discounted price of £32,680 per annum.</p> <p>This is not available to schools. Schools who do not buy into the recruitment assistance package are charged £600 per advert by Jobs Go Public.</p> <p>Education HR charges secondary school £1000 per annum and Primary Schools £800 per annum.</p>

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<b>Relevant Overview &amp; Scrutiny Sub Committee:</b>	People OSC
<b>Is this decision exempt from being called-in?</b>	The decision will be exempt from call in as it is a Non key Decision. Jobs Go Public is on the Procurement Framework:  ESPO framework 3S_22 Lot 7a

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**The subject matter of this report deals with the following Council Objectives**

People - Things that matter for residents X

Place - A great place to live, work and enjoy

Resources - A well run Council that delivers for People and Place.

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### Part A – Report seeking decision

#### **DETAIL OF THE DECISION REQUESTED AND RECOMMENDED ACTION**

For the reasons set out in this report, the Assistant Director for Education Services is recommended to proceed to the payment of £32,680 to JGP Resourcing Ltd as part of their contractual agreement with the Council for acting as a recruitment platform that advertises vacancies within schools.

Education HR has used Jobs Go Public (JGP Resourcing Ltd) for at least the last 20 years. This is currently year two of a three year contract. A three year contract was decided upon as it meant receiving a 5% discount. This commenced on 1<sup>st</sup> April 2023. The instalment for year two is £32,680.

#### **AUTHORITY UNDER WHICH DECISION IS MADE**

##### **Part 3 of the Council's Constitution**

##### **3.3.3 Scheme – Powers common to all Strategic Directors**

##### **1. General**

- 1.1. To take any steps necessary for proper management and administration of allocated portfolios.

##### **4. Contracts**

- 4.2 To award all contracts with a total contract value of below £1,000,000 other than contracts covered by Contract Procedure Rule 16.3.

#### **STATEMENT OF THE REASONS FOR THE DECISION**

Jobs Go Public is a recruitment platform that advertises vacancies within schools. They also produce a weekly job bulletin which is emailed to schools and subscribers, together with a microsite promoting Havering schools.

There is no equivalent product available on the market.

The service is used as part of our traded function where it is sold onto schools recouping all of the cost and making a minimum of £30,000 income per annum.

#### **OTHER OPTIONS CONSIDERED AND REJECTED**

To not purchase the service from Jobs Go Public would mean a reduced income for Education HR.

Schools would have to set up individual accounts with Jobs Go Public, meaning no job bulletin.

Schools would have to pay £600 per advert to Jobs Go Public at a time when budgets are tight.

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**PRE-DECISION CONSULTATION**

None required – Jobs go Public is on the ESPO procurement framework - 3S\_22 Lot 7a

**NAME AND JOB TITLE OF STAFF MEMBER ADVISING THE DECISION-MAKER**

Name: Lucy Franke

Designation: Education HR Manager

Signature: *Lucy Franke*

Date: 14<sup>th</sup> May 2024

Name: Trevor Cook

Designation: Assistant Director of Education

Signature:



Date: 14<sup>th</sup> May 2024

## Part B - Assessment of implications and risks

### **LEGAL IMPLICATIONS AND RISKS**

This is year two of a three year contract so payment is required or there will be a breach to the contract which will incur financial penalties.

The Council has the power to make a contract for the subscription through Section 111 of the Local Government Act 1972, which allows the Council to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions or through its general power of competence in Section 1 of the Localism Act 2011 to do anything an individual can do. There are limitations on the general power of competence, but the limitations do not apply to this decision.

The contract value is below the applicable public procurement threshold for supply contracts stipulated in the Public Contracts Regulations 2015 ("PCR") of £214 904. Therefore, it is not subject to the full PCR regime. However, the contract must adhere to the Council's Contract Procedure Rules (CPR).

The body of this report confirms that the contract is under the ESPO framework 3S\_22 Lot 7a - Recruitment Process Outsourcing, and in accordance with the rules of that framework, the contract complies with the above principles.

For these reasons, the Council can proceed with the relevant payment to JGP under their relevant contract.

### **FINANCIAL IMPLICATIONS AND RISKS**

The three year subscription is currently the best model of purchase due to limited risk and not the need for a substantial lump sum outlay in one financial year.

The cost of this subscription is recovered from Schools through Traded Services. There is no net cost to the Council.

### **HUMAN RESOURCES IMPLICATIONS AND RISKS (AND ACCOMMODATION IMPLICATIONS WHERE RELEVANT)**

The recommendations made in this report do not give rise to any identifiable HR risks or implications that would affect either the Council or its workforce

### **EQUALITIES AND SOCIAL INCLUSION IMPLICATIONS AND RISKS**

Under Section 149(1) Equality Act 2010 a public authority must, in the exercise of its functions, have due regard to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

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(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Note: 'Protected characteristics' are age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment. The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

**ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS**

There are no further environmental and climate change inclusion implications or risks from this decision.

**BACKGROUND PAPERS**

None

**APPENDICES**

**None**

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**Part C – Record of decision**

I have made this executive decision in accordance with authority delegated to me by the Leader of the Council and in compliance with the requirements of the Constitution.

**Decision**

Proposal agreed

*Delete as applicable*

~~Proposal NOT agreed because~~

**Details of decision maker**

Signed



Name:

Cabinet Portfolio held:  
CMT Member title: Barbara Nicholls  
Head of Service title  
Other manager title:

Date: 14/5/2024

**Lodging this notice**

The signed decision notice must be delivered to Committee Services, in the Town Hall.

**For use by Committee Administration**

This notice was lodged with me on \_\_\_\_\_

Signed \_\_\_\_\_

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