

HAMPSHIRE COUNTY COUNCIL**Report**

Committee/Panel:	Employment in Hampshire County Council
Date:	15 July 2013
Title:	Partnership with Police and Fire HR Implications
Reference:	5035
Report From:	Chief Executive

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1. Executive Summary

1.1. The purpose of this report is to bring Employment in Hampshire County Council (EHCC) up to speed on recent progress with the partnership with Hampshire Fire and Rescue Service and Hampshire Constabulary. Progress on developing the partnership, the shared use of senior manager resources and the development of the County Council's Integrated Business Centre will all have implications for the County Council, its staff involved in these operations and to the Constabulary and Hampshire Fire and Rescue Service. In view of the nature of the issues that need to be resolved as progress is made, this report recommends that authority be given to the Chief Executive to make the relevant arrangements in relation to staffing, in so far as they are required in consultation with the Leader and Chairman of EHCC. It is anticipated that for some appointments it may be necessary for Hampshire County Council to form a Member Appointment Panel.

2. The Partnership

2.1. For the last two years or so the three organisations have been working constructively to develop partnership working, the shared use of senior management, the use of common resources and the development of integrated business processes to support the work of the three organisations. One of the principles behind the partnership is, in particular the desire to lower transactional cost and to share relatively expensive high level professional costs.

2.2. The three organisations share, to a large extent, a common geography but not entirely. However, joint working between the three organisations has been very significant for many years and the partnership has therefore been built on strong foundations. In particular, the County Council had provided many

corporate services to the Fire and Rescue Service in relation to property, IT, finance and corporate support. Work with the Constabulary has been different but has taken place around property related activities and the desire for the Constabulary to access specialist professional resources in relation to procurement, pensions and high quality corporate services in a cost effective model. Following consideration of a range of alternatives, including the Constabulary outsourcing some of its activity, the partnership was approved last summer and has made rapid progress.

- 2.3. In due course the Hampshire Fire and Rescue Service (HFRS) and Hampshire Constabulary (HC) will transfer staff to the new organisation through a staff transfer arrangement. In addition, for a range of senior posts there will be ring fenced employment arrangements that will be common to three organisations as part of the new arrangements. New governance arrangements are planned and later this year the major activity around the development of the Integrated Business Centre will take place in the County Council's HQ.
- 2.4. All the relevant staffing matters will need to be developed and implemented within the normal HR protocols and legal arrangements that relate to the staff, and the normal constitutional arrangements that relate to senior appointments in the County Council. It is anticipated that there could be one senior appointment where a member panel would be involved.
- 2.5. The three organisations will remain and retain their normal separate identities and governance structures. Developments around the Shared Service Centre and shared resources will take place in terms of the arrangements mentioned above. However, a number of senior posts relating to the Director Corporate Resources, senior finance posts, Head of Property, Head of Procurement, Head of IBC and other posts will have scope and responsibilities that will cross the organisational boundaries of the three organisations. In time it could well be that there are more partners to this arrangement as we sell the services of the new organisation back into public service markets.
- 2.6. The Chief Executive, as Head of the Paid Service, is responsible for the corporate and operational management of the Council. It is recommended that to allow swift and relevant decisions to be made around the next stage of development, that the Chief Executive be authorised to make the relevant decisions in consultation with the Leader and the Chairman of EHCC and that a further report on these arrangements and the action taken is prepared for the committee later in the year.

3. Recommendation(s)

- 3.1. That the Chief Executive be authorised to make necessary and relevant decisions around the next stage of development associated with staffing for the joint working organisation in consultation with the Leader of the Council and the Chairman of EHCC.
- 3.2. That the Chief Executive produces a report on the arrangements associated with the appointment of staff and the action taken to EHCC later in 2013.

CORPORATE OR LEGAL INFORMATION:**Links to the Corporate Strategy**

Hampshire safer and more secure for all:	no
Corporate Improvement plan link number (if appropriate):	
Maximising well-being:	no
Corporate Improvement plan link number (if appropriate):	
Enhancing our quality of place:	no
Corporate Improvement plan link number (if appropriate):	
OR	
This proposal does not link to the Corporate Strategy but, nevertheless, requires a decision to enable decisions to be made around the next stage of development associated with the staffing arrangements for the joint working arrangements between the County Council, Hampshire Constabulary and Hampshire Fire and Rescue Service.	

Other Significant Links

Links to previous Member decisions:		
<u>Title</u> Joint Working in Hampshire: Strategic Integrated Business Case and Individual Blueprint Proposals	<u>Reference</u> 3506	<u>Date</u> 30 April 2012
Direct links to specific legislation or Government Directives		
<u>Title</u>	<u>Date</u>	

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
None	

IMPACT ASSESSMENTS:

1. Equalities Impact Assessment:

1.1. N/A

2. Impact on Crime and Disorder:

2.1. N/A

3. Climate Change:

- a) How does what is being proposed impact on our carbon footprint / energy consumption? N/A

- b) How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts? N/A