

HAMPSHIRE COUNTY COUNCIL

Officer Decision Record

Decision Maker:	Steve Clow
Title:	Assistant Director, Property Services & Procurement
Reference:	7934

Tel: Steve Clow

Email: steve.clow@hants.gov.uk

1. The decision:

1.1. That Michael Page is appointed to assist Hampshire County Council (HCC) with the search, selection and appointment of four (4) procurement roles within the Infrastructure & Partnerships Procurement Team as follows:

- Head of Procurement I&P
- Senior Category Manager – ICT
- Senior Category Manager – Property
- Category Manager – Corporate Services

1.2 Summary of Costs (based on all 4 roles):

Total retainer fee (fixed)	-	£11, 680.62
Total (maximum) placement & completion fee	-	£47,527.00

NOTE: Actual costs to HCC will depend on number of roles placed and whether HCC feels the new appointee's performance should attract a completion fee of 1, 2 or 3% after 2 months employment.

1.2. That HCC appoints Michael Page using the Matrix Professional Services Framework agreement which allows the direct award of single source supplier.

2. Reason(s) for the decision:

2.1. HCC has made previous attempts to recruit these and similar procurement roles using different recruitment organisations. This has proven unsuccessful therefore a market appraisal exercise was undertaken by the Interim Head of Procurement Infrastructure and Partnerships, Assistant Director Property Services and the Assistant Director Strategic Procurement and Transformation to identify an alternative organisation that could work with HCC and provide more effective results.

3. Other options considered and rejected:

- 3.1. Langley Search & Selection were considered however it was determined that their 'market reach' was limited and that their customer service offering did not meet HCC requirements.
- 3.2. Hays Recruitment was originally appointed as a recruitment partner to HCC. With one exception, they provided a set of very poor candidates for roles at both H and I grade, none of whom were appointed.

4. Conflicts of interest:

- 4.1. Conflict of interest declared by an Executive Member who is consulted by the officer which relates to the decision: None.

5. Dispensation granted by the Head of Paid Service:

- 5.1 None.

6. Supporting information:

Approved by:	Date:
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Steve Clow, Assistant Director Property Services	
On behalf of the Director of Culture, Communities and Business Services	