

Report of the Assistant Director

PRESENTATION BY THE HUMAN RESOURCES SHARED SERVICE

1 Purpose of report

- 1.1 To introduce the presentation by the council's Human Resources Shared Service that is hosted by Corby Borough Council.
- 1.2 The presentation relates to the creation of the shared service and the benefits that it has given to Borough Council of Wellingborough.

2 Executive summary

- 2.1 In June 2018, members agreed for the Borough Council of Wellingborough to form a shared human resources service with Corby and East Northamptonshire Councils, with Corby as the host authority.
- 2.2 The service became official on 1 April 2020 after a period of operating as a shadow model in order to allow some essential activities to conclude.

3 Appendices

There are no appendices to this report.

4 Proposed action:

The committee is invited to:

- 4.1 **RESOLVE to note the presentation, and;**
- 4.2 **discuss the performance of the shared human resources service and identify any matters it RECOMMENDS be reported to the relevant policy committee for its attention.**

5 Background

This presentation supports the committee in undertaking its function of reviewing and monitoring the performance of the council in relation to its policy objectives, performance targets and/or particular service areas.

6 Discussion

- 6.1 Following the agreement of members in June 2018 to progress a shared human resources service with Corby and East Northants councils, work was undertaken to conduct the necessary consultation with employees and create the service.
- 6.2 As a result of an outstanding matter needing to be resolved by one of the partners, it was not possible to formally progress the partnership until 1 April 2020.

- 6.3** Fortunately, and thanks to the employees of all three councils who embraced the opportunity to come together, the teams worked collaboratively in the form of a shadow shared service for around 18 months, until the shared service was officially formed on 1 April 2020.
- 6.4** The council's shared human resources service provides employment advice and support to management and aims to protect the council in the management of its employees. It also promotes learning and development of employees and fairness in the application of policies.
- 6.5** The presentation gives members an opportunity to learn more about the work of the team and its impact on the council. After the presentation there is a chance to ask questions of the presenter.
- 6.6** If any items of significance arise, members may wish to request a further report or make a recommendation for action by a policy committee.

7 Legal powers

The Local Authorities (Alternative Arrangements) (England) Regulations 2001 empower the council to establish one or more overview and scrutiny committees. Whilst the council no longer has a designated overview and scrutiny committee, the Partnerships and Performance Committee has been given the role of reviewing and monitoring the performance of council services and services provided on behalf of the council by external bodies. A local authority may invite persons other than members or officers of the authority to attend meetings of such a committee.

8 Financial and value for money implications

There are no such implications arising directly from this report. However, effective review is one of the means by which the council secures effective use of its resources.

9 Risk analysis

There are no identified risks as a result of this report.

10 Implications for resources, stronger and safer communities, and equalities

There are no direct implications arising directly from this report.

11 Author and contact officer

Karen Denton, Assistant Director

12 Consultees

Stella Jinks, HRSS Manager

13 Background papers

[Resources Committee report - 13 June 2018](#)