

# Leaders' Committee

## London Councils' Urgencies Report      Item no: 9

<b>Report by:</b>	Derek Gadd	<b>Job title:</b>	Head of Governance
<b>Date:</b>	6 <sup>th</sup> February 2018		
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<b>Summary</b>	London Councils' urgency procedure was used to approve the continued delivery of HR Metrics SLA
<b>Recommendations</b>	Leaders are asked to note the decision taken under the urgency procedure.

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## **1.0 HR Metrics Services SLA**

### **1.1 Introduction**

London Councils has overseen the delivery of an HR Metrics service since January 2015, which was formerly delivered by LB Haringey. The service is cost neutral to London Councils and is funded by a separate specific subscription paid annually by each of the HR Directors of each of the 33 London local authorities.

The Service Level Agreement between London Councils and the 33 London local authorities (via the HR Directors) is due to expire in 2018 and approval was sought to allow a new SLA to run for a further 3 years from April 2018 to March 2021.

The service provided by London Councils includes a contract with an external sub-contractor that provides an online platform to deliver the surveys. The current contract is due to expire in March 2018 and approval was sought for the procurement of a new subcontractor before the end of 2017 to help deliver the service over the new proposed SLA period.

### **1.2 Summary**

The service is delivered by one part time member of staff (equivalent to 0.69 FTE), and includes a contract – novated to London Councils from LB Haringey in 2015 – with a sub-contractor that provides an online platform for the delivery of the surveys to the boroughs. The overall cost of the service is £94,050 in 2017/18, paid for entirely via separate subscriptions by the Heads of HR network (at a cost of £2,850 per borough).

The HR Metrics Service conducts a range of surveys with the subscribing boroughs to deliver workforce related benchmarking and analysis, through which they can consider their relative position against other London local authorities. Beyond comparison across a range of HR measures, it supports the HoHR network to work collaboratively to develop and progress best practice and tackle new challenges that require data insights.

Working closely with the London Councils Workforce Planning Network and a lead Head of HR, the service reports regularly to the London Councils Heads of HR network and is overseen by a Governance Board that includes two London Heads of HR, the Head of the London Regional Employers Organisation and an external adviser from the Institute of Employment Studies.

The surveys are continually developed and refined in response to new requirements for data collection as they arise.

The data and comparative analysis provided by the service has been used to aid decision making during a period of significant organisational change and transformation within London boroughs. The scale of the savings required over the next three years (£1.6 billion across London) means that such management information will continue to be essential in supporting boroughs to take such decisions for the foreseeable future.

### **1.3 Recommendation**

Elected Officers were asked to approve the continued delivery of this service by the FPP team, specifically:

- to extend the Service Level Agreement between the Heads of HR and London Councils for a further 3 years to 2021; and
- permit the procurement of a new sub-contractor to the service from April 2018.

Elected Officers of Leaders' Committee were asked to agree the London Councils submission by close of business on 22<sup>nd</sup> November 2017. The Urgency was approved.

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#### **Financial Implications:**

None – the service is cost neutral to London Councils.

#### **Legal Implications:**

Entering a contract with a sub-contractor would have the usual legal implications for any service provided by London Councils.

#### **Equalities Implications:**

None