

INTERIM PARTNERSHIP CHIEF EXECUTIVE OPTION (OPERATING UNDER A JOINT COMMITTEE)

Description

In this model, the commissioning functions are more explicitly shared under the leadership of a shared Chief Executive. This is a jointly appointed post responsible and accountable to the 4 Councils to ensure that the overall aims and objectives of the 2020 Partnership are achieved.

In this model, initial 'Partnership Venture' services are managed on an interim basis by a series of Group Directors, each with their own defined services areas. Depending upon future transfers of services, it might be desirable to appoint a Managing Director to provide support across the whole of the Partnership Venture.

Each Council will nominate a Head of Paid Service, who will be responsible for each council's retained services (including non-shared commissioning functions). Additionally, Heads of Paid Service can act as Lead Commissioner for a number of Partnership Venture shared services. They would need to ensure that the shared service was meeting the needs of all of the Councils and for the co-ordination with other Partnership Venture Services. The responsible Head of Paid Service would ensure that each shared service continues to report to all Councils on matters for that affect that Council.

Governance

The Partnership Chief Executive will be accountable to the Joint Committee for the overall achievement of the 2020 Vision objectives and outcomes. Additionally, the post will support all councils, ensuring that sufficient expert support and advice is available.

The Partnership Chief Executive will support the Joint Committee in determining policies across all 4 partners on Finance and Procurement; HR including staff terms and conditions; ICT infrastructure and IT Applications.

Monitoring and review of Partnership Venture services will be reported by the Partnership Chief Executive to the Joint Committee.

Each Council would nominate a Head of Paid Service (either individually or shared). The Head of Paid Service would be responsible for the delivery of any retained functions (both services and commissioning roles). They would be responsible (supported by the shared Chief Executive) in liaison with their Councillors to determine the structures, staffing levels and services to be retained in order to meet the needs of that Council. All decisions relating to retained functions and services will be taken solely by that Council supported by their nominated Head of Paid Service.

All costs incurred within the retained areas would be attributed to that Council. Costs of shared services would be recharged across the Partners on an agreed distribution.

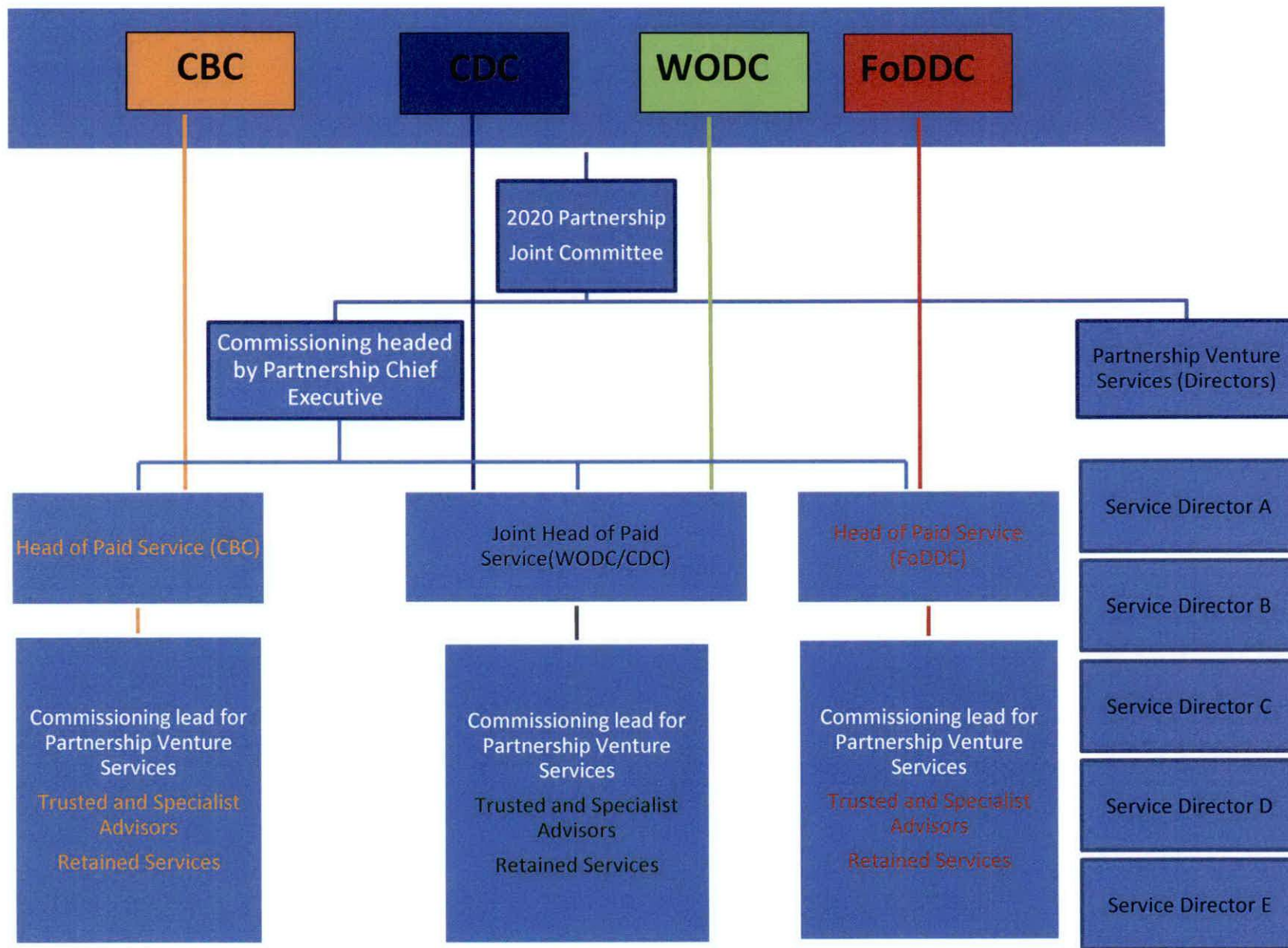
Employment

All staff within the retained services and functions would continue to be employed by their Council and directed by their Head of Paid Service. However, subject to the agreement of each Council, the HR Policies and Terms and Conditions for staff would be determined by the Joint Committee to ensure a fair and equitable approach to all staff across the partnership.

There are two choices for those staff working within Partnership Venture services. These are:

- Temporarily leave staff with their current employers and establish legal agreements to provide authority for individuals to act on behalf of all partners.
- Permanently transfer all Partnership Venture staff to a Lead Employer or Employers

Advice from GOSS and Legal Officers will be sought to determine the simplest, most effective options.



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Definitions

“Shared Partnership Manager” - The person with overall accountability and responsibility to the Joint Committee/Teckal Company Shareholders for the collective delivery of the 2020 Vision Outcomes. This post holder should be appointed by all of the shareholders and could be either an internal or external appointment.

“Head of Paid Service” - A formal role nominated by each Council where that Council continues to employ staff. It does not necessarily mean that the Council has to employ the Head of Paid Service itself. The role consists of advising members on appropriate staffing resources and structures to deliver the objectives of the Council.

“Service Director” - The person responsible for a specific service group operating within the Partnership Venture and accountable to the Joint Committee.

“Trusted Advisor” - The most senior advisor who has the confidence of the Council to provide impartial advice and act in their best interests (currently partly the role of the Chief Executives).

“Partnership Venture” - Any Service/function with a shared manager involving three or more partners.

“Retained Services and Functions” - These are services and functions that individual councils are not prepared to share as part of the Partnership Venture. It is recognised that retained services and functions may be greater to begin with until confidence and trust in the Partnership Venture is established and grows. No service or function will transfer to the Partnership Venture without the specific approval of that Council. All costs of retained services and functions are met by that Council.

“Shared Commissioning Support” - A team of Officers agreed by individual Councils to be shared. As with retained services and functions, the extent of sharing commissioning support staff could evolve over time.

“Joint Committee” - A member board to agree policies relating to HR and Terms and conditions; Financial and Procurement policies; and ICT Network and Applications Policies; and agree business plans for Partnership Venture Services.

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