

26th June 2017

Agenda Item: 6

REPORT OF THE SERVICE DIRECTOR (ICT)**ICT STAFFING****Purpose of the Report**

1. To approve arrangements for ensuring flexibility and agility in staffing within ICT Services.

Information and Advice

2. ICT Services has a *hybrid* operating model that consists of a core in-house team and a range of supplier contracts, supplemented by contractor and supplier resources according to demand. This enables ICT Services to more easily manage demand and deliver priority initiatives, particularly in relation to those programmes and projects included within the ICT strategy.
3. This flexible arrangement has worked very effectively and has not only increased capacity for temporary periods when necessary, but has also resulted in the recruitment of individuals with high level skills. These skills are often needed for shorter periods of time as new technologies are introduced or are difficult to recruit to as permanent roles. ICT Services has had 15 contractors working on business change projects over the last few months. All of these flexi-resources are financed within approved budgets.
4. The Finance and Property Committee approved the current ICT Services staffing structure on 17th October 2016. This new structure includes a reduction of the core in-house team from 188 Full Time Equivalent (FTE) posts to 155 FTE posts. This new staffing structure has now been implemented.
5. A number of new ICT related programmes have recently been approved by Policy Committee, including smarter working and the move to *cloud* data centre services. ICT Services will flex-up resources to support the delivery of these programmes and it is likely that better value can be achieved if some of the roles (e.g. engineering resources) are recruited to on 2 year fixed term contracts, rather than at supplier and contractor pay rates. Recent changes to taxation legislation (IR35) has also had the effect of increasing some of the contractor rates proposed to the County Council.
6. This could result in ICT Services, on a temporary basis, have staffing levels in excess of the approved 155 FTE posts.
7. Contractor and supplier resources are, as stated above, already recruited in accordance with demand and in line with approved budgets but this is on a very flexible basis. It is

suggested that where it is considered more cost effective to offer longer term fixed term contracts than short term flexible positions, that this can be agreed by the Service Director ICT in consultation with the Service Director HR provided that the cost can be met from existing resources . The quarterly performance report to the Improvement and Change Sub-Committee will contain details of any such appointments including the reason.

Financial

8. It is proposed that ICT Services would continue to recruit contractor and supplier resources in addition to fixed term contracts and that all of these resources would be in-line with approved budgets. The redundancy cost of fixed term appointments would be considered in determining best value resource options.

Other Options Considered

9. ICT Services could continue with the current model of only using contractors and suppliers for all flex-up activity, could bring each request for temporary fixed term contracts to committee for approval or could propose an increase in the size of the in-house core team. None of these are deemed as cost effective or practical as the proposal.

Reason for Recommendation

10. To provide increased flexibility and best value for temporary flex-up ICT resources.

Statutory and Policy Implications

11. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION

It is recommended that the Service Director (ICT) in consultation with the Service Director HR is authorised to recruit staff to fixed term contracts for up to a 2 year period, over and above the approved establishment of 155 FTE posts, where this represents best value and can be contained within approved budgets.

Ivor Nicholson
Service Director (ICT)

For any enquiries about this report please contact: Ivor Nicholson on 0115 9774006

Constitutional Comments: (KK 08/06/17)

Improvement and Change Sub-Committee is the appropriate body to consider the content of this report. It is responsible for approval of staffing structures as required, and has responsibility for the Council's information and communication technology strategy.

HR Comments: (JP 13.06.2017)

The temporary posts will be recruited to in accordance with the Council's agreed employment policies and procedures including the vacancy control process, redeployment and enabling procedures.

Financial Comments: (SES 06/06/17)

The financial implications are set out in the report.

Background Papers

None

Electoral Division(s) and Member(s) Affected

All