

## ***SHAREHOLDER COMMITTEE Agenda***

Date Monday 23 March 2020

Time 5.00 pm

Venue Shaw Room, Civic Centre, Oldham, West Street, Oldham, OL1 1NL

- Notes
1. DECLARATIONS OF INTEREST- If a Member requires any advice on any item involving a possible declaration of interest which could affect his/her ability to speak and/or vote he/she is advised to contact Paul Entwistle or Sian Walter-Browne in advance of the meeting.
  2. CONTACT OFFICER for this Agenda is Sian Walter-Browne Tel. 0161 770 5151 or email [sian.walter-browne@oldham.gov.uk](mailto:sian.walter-browne@oldham.gov.uk)
  3. PUBLIC QUESTIONS – Any member of the public wishing to ask a question at the above meeting can do so only if a written copy of the question is submitted to the Contact officer by 12 Noon on Wednesday, 18 March 2020.
  4. FILMING - The Council, members of the public and the press may record / film / photograph or broadcast this meeting when the public and the press are not lawfully excluded. Any member of the public who attends a meeting and objects to being filmed should advise the Constitutional Services Officer who will instruct that they are not included in the filming.

Please note that anyone using recording equipment both audio and visual will not be permitted to leave the equipment in the room where a private meeting is held.

Recording and reporting the Council's meetings is subject to the law including the law of defamation, the Human Rights Act, the Data Protection Act and the law on public order offences.

MEMBERSHIP OF THE SHAREHOLDER COMMITTEE IS AS FOLLOWS:  
Councillors Fielding, Jabbar, Shah and Ur-Rehman

### Item No

1 Apologies For Absence

2 Urgent Business

Urgent business, if any, introduced by the Chair

3           Declarations of Interest

To Receive Declarations of Interest in any Contract or matter to be discussed at the meeting.

4           Public Question Time

To receive Questions from the Public, in accordance with the Council's Constitution.

5           Minutes of Previous Meeting (Pages 1 - 2)

The Minutes of the meeting of the Shareholder Committee held on 10<sup>th</sup> June 2019 are attached for approval.

6           Unity IT Restructure (Pages 3 - 6)

**Present:** Councillor Jabbar (Chair)  
Councillors Fielding, Shah and Ur-Rehman

Also in Attendance:

Paul Entwistle	Director of Legal
Anne Ryans	Director of Finance
Dominic Whelan	Chief Operating Officer, The Unity Partnership

1           **APOLOGIES FOR ABSENCE**

There were no apologies for absence received.

2           **URGENT BUSINESS**

There were no items of urgent business received.

3           **DECLARATIONS OF INTEREST**

There were no declarations of interest received.

4           **PUBLIC QUESTION TIME**

There were no public questions received.

5           **MINUTES OF PREVIOUS MEETING**

RESOLVED – That the minutes of the Shareholder Committee meeting held on 11<sup>th</sup> February 2019 be approved.

6           **INTERIM ARRANGEMENTS - MANAGING DIRECTOR OF UNITY PARTNERSHIP**

The Shareholder Committee gave consideration to a report of the Head of Executive Office which sought approval of the appointment of an Interim Managing Director for Unity Partnership.

The Council as the sole shareholder of the Unity Partnership Ltd was required to make all decisions in relation to Reserved Matters, including the appointment and removal of the Managing Director.

It was reported that previously, Ray Ward had undertaken the role of Managing Director but had recently resigned and therefore a decision was required to appoint an Interim Managing Director of Unity Partnership Limited.

Members were advised the recommendations was for Helen Lockwood, Deputy Chief Executive be appointed on an interim basis.

Options/Alternatives

Option 1 – Not to appoint to the vacant post of Managing Director.

Option 2 – Appoint Helen Lockwood, Deputy Chief Executive to the role of Interim Managing Director.

RESOLVED – That the Deputy Chief Executive, Helen Lockwood be appointed the Interim Managing Director for Unity Partnership.



**Oldham**  
Council

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### **PROPERTY STRATEGY AND SERVICES REVIEW**

The Committee gave consideration to a report of the Chief Operating Officer, Unity Partnership and Emma Barton, Director of Economy, which provided Members with an update on the current work to develop the new Medium Term Property Strategy and the associated review of Property Services. The report provided details of the two phased approach the development of the Medium Term Property Strategy.

Options/Alternatives  
Not applicable.

RESOLVED – That:

1. The two phased approach being undertaken to review the current property capability and service structures, processes and procedures and associated governance arrangements, which involved the Council and the Unity Partnership be noted.
2. The need to facilitate enhanced scrutiny over the disposals and income generating programmes, through the refreshed Corporate Property Board, and to ensure that resources, service and systems are suitably equipped to ensure the success of this programme in order to achieve/accelerate the required level of savings identified be noted.
3. A report be submitted to a future meeting of the Shareholder Committee with recommendations following the review.

The meeting started at 17.00 and finished at 17.08



## Report to Shareholder Committee

### Unity IT Restructure

**Portfolio Holder:**

Abdul Jabbar Deputy Leader/Cabinet Member for Finance and Corporate Services

**Officer Contact:** Helen Lockwood Deputy Chief Executive

**Report Author:** Chris Petrie

**Ext.** 3978

**23<sup>rd</sup> March 2020**

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#### Reason for Decision

Unity IT restructuring, of which this is the first phase.

#### Executive Summary

As the organisation evolves and to accommodate the digital skills necessary for a modern IT Support function, Unity IT will undergo a restructure which will increase the number of staff in certain teams in order to boost the skills and capability in these developing areas but reduce the effort required in some existing traditional roles and capabilities. This restructure was approved by the Unity Partnership Board of Directors on 10th March 2020.

#### Recommendations

It is recommended that the Shareholder Committee approves this restructuring and approves Unity IT to progress.

## **Unity IT Restructure**

### **1 Background**

- 1.1 A review has been undertaken within Unity ICT and the key finding was that the organisation should evolve to accommodate the digital skills necessary for a modern IT Support function, with an emphasis on remote support and cloud-based computing. This would be achieved through a restructuring to focus on developing those skills, which will increase the number of staff in certain teams in order to boost the capability in these developing areas but reduce the effort required in some existing traditional roles and capabilities.

The expected overall impact will result in the operations staff headcount (excluding team leaders, apprentices, graduate trainees and management) for Unity ICT reducing by 4 posts with the current 45 posts reducing to 41 by the end of the financial year 2020/21.

This reduction will be achieved by the removal of 7 existing posts and the creation of 3 new posts. Wherever possible the reduction in posts will be achieved through voluntary redundancy, the Unions have been fully engaged throughout.

Following a voluntary redundancy exercise, it is recommended that 6 ICT staff should be allowed to leave the organisation. There is a further post that will need to be removed, however the intention is to do this via redeployment and retraining if possible.

### **2 Current Position**

- 2.1 Budgetary provision was made for the financial year 2020/21 of £350K to facilitate IT restructuring, of which this is the first phase.

Allowing these 6 staff members to leave through voluntary redundancy would result in a cost of £270,197 and result in annual salary savings of £171,199.

It should be noted that the estimated cost of £270,197 was based on an assumption that the staff would leave the organisation on 31<sup>st</sup> March 2020. The actual leaving date is likely to be 28<sup>th</sup> May so the true cost will increase slightly on the figure quoted above.

### **3 Options/Alternatives**

- 3.1 Do nothing
- 3.2 The Unity Shareholder Committee approve the Unity IT restructure.

### **4 Preferred Option**

- 4.1 Option 3.2 is the preferred option, that the Unity Shareholder Committee approve the Unity IT restructure.

### **5 Consultation**

- 5.1 Staff consultation began on 16 January 2020 in liaison with HR and working closely with the Trades Unions.

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## 6 **Financial Implications**

6.1 The cost to Unity and the Council will be met from the following sources:

- Unity ICT budget (2020-21) £157,827
- Oldham Council Pension strain budget £112,370

The initial costs to Unity can be accommodated in Unity's approved budget for 2020-21 and recovered by future salary savings within 2 years. The savings thereafter will be passed on to the Council. (Chris Kelsall)

## 7 **Legal Services Comments**

7.1 Any redundancies should be in accordance with Unity's policies and procedures having regard to HR advice to mitigate any risk of challenge. Currently the Articles of Association provide that any proposed programme of redundancies or rationalisation of a group of employees is a reserved matter and it is appropriate therefore that the Committee consider and determine the recommendations of the report. (Colin Britain)

## 8. **Co-operative Agenda**

8.1 The workforce will be better skilled to meet the technological demands of a modern IT environment through the use of collaborative technology which promotes a positive culture of inclusivity, engagement and ownership.

## 9 **Human Resources Comments**

9.1 The implementation of the restructure will be in full consultation with the employees involved and in line with Unity HR policies with the intention to reduce the number of redundancies wherever possible. ICT Management will be fully supported by Human Resources during this process. (Diane Thorpe)

## 10 **Risk Assessments**

10.1 None

## 11 **IT Implications**

11.1 None

## 12 **Property Implications**

12.1 None

## 13 **Procurement Implications**

13.1 None

## 14 **Environmental and Health & Safety Implications**

14.1 None

## 15 **Equality, community cohesion and crime implications**

15.1 None

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16 **Equality Impact Assessment Completed?**

16.1 No

17 **Key Decision**

17.1 Yes

18 **Key Decision Reference**

18.1 Rule 13 of the Constitution has been sought and agreed by the Chair of the Overview and Scrutiny Board.

19 **Background Papers**

19.1 None

20 **Appendices**

20.1 None