

## HAMPSHIRE COUNTY COUNCIL

### Executive Decision Record

<b>Decision Maker:</b>	Cabinet
<b>Date:</b>	17 September 2018
<b>Title:</b>	Creation of a Joint Venture Local Authority Trading Company
<b>Report From:</b>	Director of Corporate Resources

**Contact name:** Stephanie Randall, Head of Transformation & Digital, Corporate Resources

**Tel:** 01962 846531

**Email:** [stephanie.randall@hants.gov.uk](mailto:stephanie.randall@hants.gov.uk)

#### 1. The decision:

That Cabinet

- a) Note the findings and conclusions of the Agency review completed.
- b) Confirm approval to create a Joint Venture Agency LATC with Commercial Services Kent Ltd (CSKL), with the intention to provide Agency services to all departments within the County Council, as well as the creation of a staffing bank to support Adult and Children's residential and nursing services.
- c) Agrees to officers continuing to work with CSKL and Kent County Council (as appropriate) to finalise the project and resourcing plan, and agree a proposed project start date.
- a) Delegates approval for the final decision regarding the commencement of this project to the Chief Executive, in consultation with the Director of Corporate Resources, the Executive Member for Policy and Resources and the Executive Member for Economic Development.

#### 2. Reason(s) for the decision:

- 2.1. To address a range of challenges with regard to the recruitment of agency staff, including high (and rising) financial costs, and an increasing difficulty to source agency staff that are of sufficient quality, particularly at short notice, or as a route to future permanent employment. These issues are particularly common in the Social Worker agency market, which at times has posed potential risk to the vulnerable people we support.

#### 3. Other options considered and rejected:

- 3.1. Not forming a Joint Venture Agency for the provision of agency staff to the County Council, leaving the Council's service provision vulnerable to the challenges of cost and quality.

**4. Conflicts of interest:**

4.1. Conflicts of interest declared by the decision-maker: None

4.2. Conflicts of interest declared by other Executive Members consulted: Not applicable

**5. Dispensation granted by the Conduct Advisory Panel: none.**

**6. Reason(s) for the matter being dealt with if urgent: not applicable.**

**7. Statement from the Decision Maker:**

**Approved by:**

**Date:**

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17 September 2018

**Chairman of Cabinet  
Councillor Roy Perry**