



OFFICIAL EXECUTIVE DECISION NOTICE PUBLISHED BY DEMOCRATIC SERVICES

Notice is hereby given that the following decision(s) have been made today by Cabinet Members at the London Borough of Hillingdon:

Title of decision	RENEWAL OF CONTRACT FOR ABSENCE MANAGEMENT SERVICE SUBSCRIPTION
Reference No.	503
Date of decision	Tuesday 07 June 2022
Call-in expiry date	5pm, Tuesday 14 June 2022
Relevant Select Committee(s)	Finance and Corporate Services Select Committee
Relevant Ward(s)	All

Decision made

Cabinet Members making the decision	Councillor Ian Edwards – Leader of the Council Councillor Douglas Mills – Cabinet Member for Corporate Services
	Approved That the Leader of the Council and the Cabinet Member for Corporate Services award a two-year contract via the Watford Borough Council Framework to GoodShape Ltd for the value of £230k for the provision of Absence Management Services.
Reason for decision	<p>Cabinet Members originally approved the introduction of a 'Day 1 Absence Management System' through FirstCare (recently re-branded to 'GoodShape') absence management services in September 2013. Since the GoodShape system was implemented in January 2014, it has been considered highly effective and has contributed towards a reduction in sickness absence across the Council's workforce.</p> <p>While there are other providers of absence management services in the market, the GoodShape service is a proven solution which has been embedded with positive results, enabling a culture of robust and consistent absence management across the Council's workforce. The system is the only one of its kind on the market that provides the organisation with real time management information which has proven essential during the Covid-19 Pandemic as it has allowed the</p>

	<p>Council to see where Covid-19 outbreaks may be occurring in the business and has enabled management to comply with Health and Safety reporting procedures, and to put in place contingency plans to prevent service failures.</p> <p>GoodShape services can still be accessed via the Watford Borough Council Framework Agreement (OJEU Contract Notice 2018/S 243-569173) and would provide the best financial option.</p>
Alternative options considered and rejected	The Council could choose not to subscribe to an absence management service. It is highly likely that this would prove detrimental to absence management across the Council resulting in underreporting of absence, related costs such as salary overpayments and lack of data intelligence informing absence trends to enable additional resources or support for individuals and service provision to be put in place. Additional development costs would need to be incurred to reconfigure the current Resourcelink HR & Payroll system for absences to be recorded and paid correctly.
Classification	Part 2 - Private
Link to associated report	That this report be declared as exempt from publication as it involves the disclosure of information in accordance with Section 100(A) and paragraph 3 of Part 1 of Schedule 12 (A) to the Local Government Act 1972 (as amended), in that the report contains information relating to the financial or business affairs of any particular person (including the authority holding that information) and that the public interest in withholding the information outweighs the public interest in disclosing it.
Relevant Officer contact & Directorate	Lydia Newman – Human Resources, Central Services
Any interest declared by the Cabinet Member(s) / dispensation granted	N/A

Implementation of decision & scrutiny call-in

[Internal Use only]	
When can this decision be implemented by officers?	<p>Officers can implement Cabinet Member decision in this notice only from the expiry of the scrutiny call-in period which is:</p> <p>5pm, Tuesday 14 June 2022</p> <p>However, this is subject to the decision not being called in by Councillors on the relevant Select Committee. Upon receipt of a valid call-in request, Democratic Services will immediately advise the relevant officer(s) and the decision must then be put on hold.</p>

Councillor scrutiny call-in of this decision	<p>Councillors on the relevant Select Committee shown in this notice may request to call-in this decision. The request must be before the expiry of the scrutiny call-in period above.</p> <p>Councillors should use the Scrutiny Call-in App (link below) on their devices to initiate any call-in request. Further advice can be sought from Democratic Services if required:</p> <p><u>Scrutiny Call-In - Power Apps</u> (secure)</p>
Further information	<p>These decisions, where applicable, have been taken under The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.</p> <p>This is the formal notice by the Council of the above executive decision, including links to the reports where applicable.</p> <p>If you would like more information on this decision, please contact Democratic Services on 01895 250636 or email: democratic@hillingdon.gov.uk.</p> <p>Circulation of this decision notice is to a variety of people including Members of the Council, Corporate Directors, Officers, Group Secretariats and the Public. Copies are also placed on the Council's website.</p> <p style="text-align: right;">Democratic Services London Borough of Hillingdon Civic Centre High Street Uxbridge UB8 1UW</p>