



## 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:

<b>Title of decision</b>	<b>Commissioning of HR Service Transformation review</b>
<b>Reference No.</b>	634
<b>Date of decision</b>	10 November 2022
<b>Call-in expiry date</b>	Thursday 17 November 2022
<b>Relevant Select Committee</b>	Finance and Corporate Services Select Committee
<b>Relevant Wards</b>	N/A

### Decision made

Cabinet Members making the decision	Councillor Martin Goddard - Cabinet Member for Finance Councillor Douglas Mills – Cabinet Member for Corporate services
	<b>Approved</b>  That the Cabinet Member for Finance and Cabinet Member for Corporate Services accept the single tender from RAINBOW HR for the completion of a full transformation review and implementation of approved proposals within the Human Resources Service to the London Borough of Hillingdon for a period expected to be up to the 31 <sup>st</sup> January 2023 and up to a value of £185,000.
<b>Reason for decision</b>	Significant and immediate transformation is required within the HR Service to ensure that the function can effectively deliver the requirements of the Council's operations and in addition, support the ambitious transformation programme. Rainbow HR is recommended due to the previous work undertaken during the Grant Thornton commissioned contract to review the Service, wherein the company undertook significant review of the function.
<b>Alternative options considered and rejected</b>	Review the Service in house – Due to the time pressured nature of the review and the lack of subject matter expertise within the Council to complete a critical review of this manner, this was rejected.  Use an alternative provider – Rainbow HR were sub-contracted via Grant Thornton and have made significant progress with this transformation review. Using an alternative provider would

	require a longer lead in time to establish the knowledge base already held by Rainbow HR and as such, would lead to increase costs of provision.
<b>Classification</b>	Part 2 – Members Only and Not For Publication  <i><b>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.</b></i>
<b>Link to associated report</b>	N/A
<b>Relevant Officer contact &amp; Directorate</b>	Gemma McNamara – Finance Directorate
<b>Any interest declared by the Cabinet Member(s) / dispensation granted</b>	N/A

### Implementation of decision & scrutiny call-in

<b>[Internal Use only]</b>	
<b>When can this decision be implemented by officers?</b>	<p>Officers can implement Cabinet Member decision in this notice only from the expiry of the scrutiny call-in period which is:</p> <p><b>Thursday 17 November 2022</b></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>
<b>Councillor scrutiny call-in of this decision</b>	<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><a href="#">Scrutiny Call-In - Power Apps</a> (secure)</p>
<b>Further information</b>	These decisions, where applicable, have been taken under The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

This is the formal notice by the Council of the above executive decision, including links to the reports where applicable.

If you would like more information on this decision, please contact Democratic Services on 01895 250636 or email: [democratic@hillington.gov.uk](mailto:democratic@hillington.gov.uk).

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.

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