

Overview and Scrutiny Scoping Paper

Subject of the Review	Hays Recruitment
Chairman	Peter Hardy
Review members, including co-optees	Dev Dhillon, Wendy Mallen, Richard Scott, Tim Butcher, Noel Brown, Mary Baldwin, Freda Roberts
Officer contact	Claire Street (x7960)
Purpose of the Review (Reasons for undertaking the review, including where the ideas have come from)	<ul style="list-style-type: none"> • To understand the objectives set out in the New Ways of Recruiting contract- both financial and operational • To understand if the objectives set out in the tender document are being met and in particular whether the financial objectives are on track • To identify good practice in recruitment from other organisations (public and private Sector) and benchmark BCC against that good practice • To take a view as to whether the exit clause should be triggered in April 2011
Anticipated outcome(s)	
What is the potential impact of the review on <ul style="list-style-type: none"> • Residents • Equality issues, e.g. access to services, vulnerable groups • Health inequalities • Adding value to the organisation • Partners 	<ul style="list-style-type: none"> • If the contract is functioning as set out in the tender document and contract then the Council will have a high quality recruitment service being delivered at a lower cost than when it was provided in-house
Link to Council Corporate Plan priority	Deliver Effective and Efficient Services
Consideration of Local Area Agreement targets	None
Link to Sustainable Community Strategies outcomes	None
Key Issues for the review to address	
Methodology	<ul style="list-style-type: none"> • Desk based research • Benchmarking with other local authorities, public sector bodies and the private sector • Evidence gathering meetings
Press & Publicity	<ul style="list-style-type: none"> • Press release to advertise the outcomes of the

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	review
Key background papers	Hays Recruitment Contract Cabinet Member Decision and associated appendices
Use of demographics/ needs data	
Written evidence to be provided by:	TBC
Oral evidence to be provided by:	Frank Downes- Cabinet Member for Resources Gill Hibberd, Strategic Director for Resources and Business Transformation Ann Cobban, Head of Human Resources, BCC Deborah Andrews, Senior Project Accountant, BCC Patricia Hook, Senior Procurement Manager
Potential partners	None
Resources required	Policy Officer Democratic Services Officer Support
Timetable	September- December 2010
Reporting mechanism	Overview and Scrutiny Commissioning Committee- December 2010 (provisional) Cabinet- January 2011 (provisional)

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