

Joint Venture

Case Study

Opus People Solutions' first joint venture started with Cambridgeshire County Council in January 2017, followed by Northamptonshire County Council (now North and West Northamptonshire Unitary Authorities) in July 2017 and Milton Keynes Council in May 2018.

THE CHALLENGE

Historically, Cambridgeshire County Council (CCC) and Northamptonshire County Council (NCC) spent a combined total of circa £25m per annum on agency staff. This was a result of high agency fees, non-negotiable salaries and candidates who didn't have the relevant experience to work in the public sector.



The councils set out three primary objectives to deliver:

- To achieve greater influence over the quality and pay of agency workers
- To achieve financial savings by reducing agency costs
- To achieve a continued supply of agency workers

Over £3m of savings in the first 4 years and a temporary recruitment spend reduction of c£5m.



THE SOLUTION

The councils' procurement team took up the challenge to deliver the primary objectives outlined and discovered Opus People Solutions.

The joint venture was established to recruit temporary and interim workers on behalf of the two councils. The councils receive the value of Opus' methodology, systems and experience, whilst enabling a greater influence and control over agency fees and workers' pay.

As part of the governance arrangements put in place, each council in the partnership has a seat on the board of Directors. This allows an input into business strategy, complete transparency of all financial and operational performance and an avenue for the councils to influence decision making.

THE OUTCOME

Since we went live within each council, we have increased the number of candidates placed directly, rather than via external recruitment agencies.

In the first four years of the partnership the councils realised savings of over £3m through the joint venture and over the same period the organisations had a combined temporary recruitment spend reduction of c£5m.

"We've developed really strong working relationships with Opus. I am able to work closely with Opus to think about our strategic priorities in terms of interim staffing arrangements."

ALISON GOLDING

Assistant Director of
Human Resources, West
Northamptonshire Council

