

County Council

Dorset County Council



Date of Meeting	8 November 2018
Member/Officer	Leader of the Council Service Director, Organisational Development (Monitoring Officer)
Subject of Report	Senior Staffing Arrangements
Executive Summary	<p>At its meeting on 30 October 2018 the Staffing Committee approved the case for voluntary redundancy of the Council's Chief Executive, Mrs Debbie Ward.</p> <p>In accordance with the Council's Constitution approval of redundancy was a matter to be decided by Staffing Committee.</p> <p>Whilst his report provides contextual information about the Staffing Committee's decision to approve the redundancy the focus of the report is upon next steps in respect of senior staffing for the four months between the end of November 2018 and the abolition of the County Council.</p> <p>The recommendations to the County Council from the Staffing Committee with regard to senior staffing and maintaining the County Council's statutory obligations up until the establishment of the new Dorset Council are set out in the report.</p>
Impact Assessment:	<p>Equalities Impact Assessment:</p> <p>Not required</p>
	<p>Use of Evidence:</p> <p>Independent Human Resources advice, alongside relevant legal advice, was taken into account by the Staffing Committee in approving the redundancy and in making the recommendations set out in this report.</p>
	<p>Budget:</p> <p>Short term minimal additional costs would be incurred through the appointment of a temporary Chief Executive (Head of Paid Service) for the period up until 31 March 2019.</p>

	<p>Risk Assessment:</p> <p>Current Risk: LOW Residual Risk LOW <i>(i.e. reflecting the recommendations in this report and mitigating actions proposed)</i></p>
	<p>Other Implications:</p> <p>None identified</p>
<p>Recommendation</p>	<p>The County Council is recommended by the Staffing Committee on an interim basis until 31 March 2019 to:-</p> <ul style="list-style-type: none"> i. Appoint Mr Mike Harries as Chief Executive and to designate him as Head of Paid Service; and ii. Designate Mr Nick Jarman jointly as Director for Adult Social Services and Director for Children’s Services.
<p>Reason for Recommendation</p>	<p>The County Council is responsible for the appointment of the Head of Paid Service and Statutory Officers to ensure the continued delivery of the County Council’s statutory responsibilities and effective management.</p>
<p>Appendices</p>	<p>None</p>
<p>Background Papers</p>	<p>None</p>
<p>Officer Contact</p>	<p>Name: Jonathan Mair, Service Director Organisational Development (Monitoring Officer) Tel: 01305 224181 Email: j.e.mair@dorsetcc.gov.uk</p>

1. Introduction

- 1.1 On 24 May 2018 The Bournemouth Dorset and Poole Structural Changes Order came into force and the Order:
- Established a new Dorset Council and a new Bournemouth Christchurch and Poole (BCP) Council in Shadow form;
 - Provided for a transition from existing councils to the new Dorset and BCP Councils;
 - Will abolish the County Council and the other eight principal councils in Dorset from 1 April 2019.
- 1.2 The effect of the order and associated regulations is that the chief executives and staff of the existing councils are entitled to transfer their employment (on their existing terms and conditions) to the new Dorset Council or the new BCP Council.
- 1.3 The move to the two new councils will though mean a reduction in the number of chief executives from six to two. Mr Matt Prosser has been appointed Chief Executive Designate for Dorset Council and Mr Graham Farrant has been appointed Chief Executive of the BCP Council.
- 1.4 Against the above background and following discussions between the Chief Executive, the Leader and an independent HR advisor Mr Stephen Mason, the Staffing Committee met on 30 October and received a report from Mr Mason recommending the approval of a proposal for Mrs Ward's voluntary redundancy.
- 1.5 The recommendation arose as an alternative to Mrs Ward:
- remaining in post until 31 March
 - then transferring her employment to the new Dorset Council on 1 April 2019
 - and then following consultation most likely being made redundant from Dorset Council following completion of a 13 week notice period.
- 1.6 The recommendation was approved unanimously by the members of the Staffing Committee and will result in Mrs Ward being dismissed on the grounds of voluntary redundancy with effect from 30 November 2018.
- 1.7 All members of the County Council were informed promptly on 30 October of the Staffing Committee's decision and shortly afterwards information was also released to council staff, to partner organisations and to the media.

2. Cover arrangements to point of transfer

- 2.1 In addition to being Chief Executive, Mrs Ward holds the statutory designations of the County Council's Head of Paid Service and Director of Adult Social Services (DASS). The latter designation was taken on by Mrs Ward when the previous post holder left the County Council.
- 2.2 The County Council is required by law to designate a Head of Paid Service and a DASS. Having approved voluntary redundancy for the Chief Executive, it will be necessary to designate other senior officers to perform these roles for the four months remaining until abolition of the Council on 31 March 2019.
- 2.3 Following discussions between the Leader of the Council, the Chief Executive and the Independent HR Advisor in relation to the alternatives, capability and capacity to

assume the roles, the proposal to the Staffing Committee was that a recommendation be made to the County Council:-

- To appoint Mr Mike Harries, current Corporate Director for Environment and the Economy and Chief Operating Officer as Chief Executive and Head of Paid Service on an interim basis until 31 March 2019;
- To designate Mr Nick Jarman, current Interim Director for Children's Services (DCS as both Director of Children's Services and Director of Adult Social Services (DASS) until 31 March 2019.

2.4 If these arrangements are approved then from 1 December 2018 until 1 April 2019 the staff Corporate Leadership Team will comprise:

- Mike Harries - Chief Executive and Director for Environment and Economy
- Nick Jarman - Director of Children's Services and DASS
- Helen Coombs – Adult Transformation Lead
- Richard Bates – Chief Financial Officer
- Jonathan Mair – Monitoring Officer

2.5 The proposal is to appoint Mr Harries to the Chief Executive Officer salary band for the duration of the role.

2.6 No backfill arrangements for Mr Harries' substantive role are proposed which might otherwise have increased potential costs. There is confidence in senior leaders to maintain business within Environment and the Economy for the remaining four months.

2.7 Mr Jarman is currently engaged on an external interim basis and no additional costs will be incurred through appointment to the joint DCS and DASS role

3. Next Steps

3.1 If the Council agrees the recommendations, then the two appointees will be notified of the outcomes and structured communications with relevant staff, communities and stakeholders will follow.

Rebecca Knox, Leader of the Council

Jonathan Mair, Service Director Organisational Development (Monitoring Officer)

November 2019