



County Council – 8 November 2018

Recommendations from the Staffing Committee meeting held on 30 October 2018

Senior Staffing Paper

56 The Committee considered an exempt report from Stephen G Mason, DCC Independent HR Advisor, which provided the necessary information to progress the request for Voluntary Redundancy of the Dorset County Council Chief Executive as an alternative to transfer to Dorset Council on 1 April 2019.

The Monitoring Officer advised members that Mr Mason had been commissioned to prepare the report as an independent advisor to the council. The recommendation arose from Local Government Reorganisation (LGR) with the formation of the new Dorset Council and the appointment of the Chief Executive (Designate) for the new Council.

He continued that the decision to agree the dismissal of the Chief Executive on grounds of voluntary redundancy was for the Staffing Committee. The appointment of the Interim Head of Paid Service and the Director of Adult and Community Services was a decision for the County Council following a recommendation from the Staffing Committee.

The HR&OD Service Manager highlighted to members that any recommendation going forward in respect of the Director for Children's Services would be a joint role encompassing both Children's Services and Adult Services and this along with the interim Chief Executive a Head of Paid Service role would be in place until 31 March 2019.

Members were advised of the costs associated with redundancy including the fact that there was no cost differentiation between voluntary and compulsory redundancy. It was noted that the Chief Executive had not sought to exit on any enhanced package nor via a settlement agreement, only to receive entitlements within the Council's policies. It was also confirmed that the package would not change through introduction of benefits prior to Dorset Council being established on 1 April 2019.

Following a question about redundancy packages, the HR&OD Service Manager confirmed that these were based on an officer's pay at the time of the redundancy.

The DCC Independent HR Advisor confirmed that the requirements of the Structural Change Order, whereby suitable alternative employment must be sought, had been met in order for the Council to consider voluntary redundancy of the Chief Executive.

The redundancy costs were highlighted for members along with the pension strain costs which the employer was responsible for in accordance with Council policy and pension legislation. It was noted that the pension strain cost was the cost to the Council of granting early access to pension and was not the amount received by the employee.

Reference was made to the Public Sector Exit Cap which had been a longstanding policy objective of the government. No decision had been taken and was unlikely to be enacted in the coming months.

The DCC Independent HR Advisor highlighted the proposed interim arrangements for the remaining few months until the new Council was established. The Council was required to have statutory officers in post including the Head of Paid Service (Chief

Executive) and the Director for Adult Social Services (DASS).

The remuneration of the temporary post holders was discussed and confirmation was given that there would be no backfilling of the Director for Environment and Economy role.

Members discussed the alternative options considered prior to the proposal being presented to the Committee including internal and external candidates and the selection process. The Monitoring Officer confirmed that a full selection process was not required for the temporary arrangements proposed.

One member expressed concern that approval of this redundancy could set a precedent and potentially cause a financial strain on Council. The DCC Independent HR Advisor confirmed the unique position of the Head of Paid Service role which was named in the Structural Change Order and therefore this would not be setting any precedent.

Members unanimously agreed the recommendations as set out below:-

Resolved

That the request for voluntary redundancy of the current Chief Executive, Dorset County Council, be agreed.

RECOMMENDED

That the County Council be recommended to agree that:-

1. Mr Mike Harries be designated as Interim Chief Executive and Head of Paid Service until the end of 31 March 2019; and
2. Mr Nick Jarman be designated as Director of Adult Social Services, in addition to his role as Director for Children's Services until the end of 31 March 2019.

Reason for decisions

To ensure the continued delivery of the County Council's statutory responsibilities and effective management.