

WSC 91/18

## West Somerset Council

### Full Council – 12 December 2018

#### Confirmation of Appointment of Joint Chief Executive

This matter is the responsibility of the Leader of the Council, Councillor Anthony Trollope-Bellew

Report Author: Bruce Lang, Assistant Chief Executive and Monitoring Officer

#### 1 Executive Summary

- 1.1 In the light of the decision of the Shadow Council to appoint a new Chief Executive designate with effect from 1st January 2019, this report is to enable the Council to regularise the position and formally appoint James Hassett as the Joint Chief Executive for the Taunton Deane Borough Council and West Somerset Council with effect from 1st January 2019.

#### 2 Recommendations

- 2.1 To confirm the appointment of James Hassett as Chief Executive (including being Head of Paid Service, Returning Officer, Returning Officer, Electoral Registration Officer and a Core Member of the Central Implementation Team) for Taunton Deane Borough Council and West Somerset Council with effect from 1st January 2019.

#### 3 Risk Assessment

##### Risk Matrix

Description	Likelihood	Impact	Overall
Risk: A potential lack of clarity over the hand-over arrangements following the appointment of the new Chief Executive by the Shadow Council.	3	5	15
<i>Mitigation: The mitigations for this are the proposals as set out in the report</i>	1	5	5

### Risk Scoring Matrix

<b>Likelihood</b>	5	Almost Certain	Low (5)	Medium (10)	High (15)	Very High (20)	Very High (25)
	4	Likely	Low (4)	Medium (8)	Medium (12)	High (16)	Very High (20)
	3	Possible	Low (3)	Low (6)	Medium (9)	Medium (12)	High (15)
	2	Unlikely	Low (2)	Low (4)	Low (6)	Medium (8)	Medium (10)
	1	Rare	Low (1)	Low (2)	Low (3)	Low (4)	Low (5)
			1	2	3	4	5
			Negligible	Minor	Moderate	Major	Catastrophic
			<b>Impact</b>				

<b>Likelihood of risk occurring</b>	<b>Indicator</b>	<b>Description (chance of occurrence)</b>
1. Very Unlikely	May occur in exceptional circumstances	< 10%
2. Slight	Is unlikely to, but could occur at some time	10 – 25%
3. Feasible	Fairly likely to occur at same time	25 – 50%
4. Likely	Likely to occur within the next 1-2 years, or occurs occasionally	50 – 75%
5. Very Likely	Regular occurrence (daily / weekly / monthly)	> 75%

#### 4 Background and Full details of the Report

4.1 At the meeting of the Shadow Council held on 19th November 2018, it was agreed to appoint James Hassett as the Chief Executive Designate for the Somerset West and Taunton Council with effect from 1st January 2019 and as the permanent new Chief Executive of the new Council with effect from 1st April 2018. The link to the relevant report to the Shadow Council is provided below:

<https://www.westsomersetonline.gov.uk/getattachment/Council---Democracy/Council-Meetings/Shadow-Council-Meetings/Special-Shadow-Council---19-November-2018/Special-Shadow-Council-19-11-2018-.pdf.aspx>

4.2 This decision, by virtue of the provisions of the Local Government (Boundary Changes) Regulations 2018, determined that the current Chief Executive shall be treated as being dismissed by reason of redundancy.

- 4.3 It had always been the intention to try to facilitate the earliest start possible for any new Chief Executive to prepare for the establishment of the new Council with effect from 1st April 2019 and arrangements have therefore been put in place for the new Chief Executive to take up full powers with effect from 1st January 2019. The current post-holder has therefore been given notice that their employment will cease with effect from 28th February, 2019.
- 4.4 Given that the Shadow Council does not have the powers to appoint staff to the extant authorities, for clarity and to ensure a smooth handover, as well as to be legally compliant, both Taunton Deane Borough Council and West Somerset Council will need to formally appoint James Hassett as their Joint Chief Executive with effect from 1st January 2019 as recommended in this report.

## **5 Links to Corporate Aims / Priorities**

- 5.1 The Councils are currently developing their corporate priorities in preparation for the New Council standing up in April 2019. The work to date has developed priorities focussing on the 3Ps – People, Place and Prosperity. The early installation of the new Chief Executive is vitally important in maintaining the work of the current post-holder in continuing to shape and direct the organisation to deliver the outputs and outcomes and intent to reflect the corporate priorities.

## **6 Finance / Resource Implications**

- 6.1 The proposed arrangements provide the shortest overlap period in the circumstances to allow the earliest possible start for the new post-holder and thereby minimising costs.

## **7 Legal Implications**

- 7.1 These are covered in Section 4 of the report.

## **8 Environmental Impact, Safeguarding and/or Community Safety, Equality and Diversity, Social Value, Partnership, Health and Wellbeing, Asset Management, Data Protection, and Consultation Implications**

- 8.1 None in respect of this report.

**Democratic Path: Full Council – 12 December 2018**

**Reporting Frequency: Once only**

### **Contact Officers**

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