

	<p align="center"><b>London Borough of Hammersmith &amp; Fulham</b></p> <p align="center"><b>COUNCIL</b></p> <p align="center"><b>5 NOVEMBER 2014</b></p>
<p><b>APPOINTMENT OF HEAD OF PAID SERVICE</b></p>	
<p><b>Open Report</b></p>	
<p><b>Classification - For Decision</b></p> <p><b>Key Decision: No</b></p>	
<p><b>Wards Affected: All</b></p>	
<p><b>Accountable Executive Director: Jane West, Executive Director of Finance and Corporate Governance</b></p>	
<p><b>Report Authors:</b></p> <p>Debbie Morris, Bi Borough Director of HR and Tasnim Shawkat Bi Borough Director of Law</p>	<p><b>Contact Details:</b></p> <p>Tel: Debbie Morris: 020 8753 3068 E-mail: <a href="mailto:debbie.morris@lbhf.gov.uk">debbie.morris@lbhf.gov.uk</a></p> <p>Tel: Tasnim Shawkat 020 8753 2700 E-mail: <a href="mailto:tasnim.shawkat@lbhf.gov.uk">tasnim.shawkat@lbhf.gov.uk</a></p>

## 1. EXECUTIVE SUMMARY

- 1.1 The Council is being asked to approve that Mr Nigel Pallace is appointed as the acting Interim Chief Executive for the London Borough of Hammersmith and Fulham.
- 1.2 The acting Chief Executive will also be the Interim Head of Paid Service for Hammersmith and Fulham Council.

## 2. RECOMMENDATIONS

- 2.1 That Mr Nigel Pallace be appointed to act as the Interim Chief Executive for the London Borough of Hammersmith and Fulham with effect from 6 November 2014.
- 2.2 That Mr Nigel Pallace be appointed the Interim Head of Paid Service for the London Borough of Hammersmith and Fulham with effect from the same date.

### **3. REASONS FOR DECISION**

- 3.1 Mr Nicholas Holgate the previous Interim Joint Chief Executive will revert to the role of Town Clerk and Executive Director of Finance at the Royal Borough of Kensington and Chelsea with effect from 27 October 2014. A Chief Executive and Head of Paid Service needs to be appointed to replace Mr Holgate.

### **4. INTRODUCTION AND BACKGROUND**

- 4.1 A recent review of the Bi-borough and Tri-borough working arrangements under a Critical Friends Board, Chaired by Lord Andrew Adonis, recommended that the London Borough of Hammersmith and Fulham's sovereignty be strengthened by the appointment of an exclusive Chief Executive for the London Borough of Hammersmith and Fulham.

### **5. PROPOSAL AND ISSUES**

- 5.1 It is proposed that Mr Nigel Pallace, currently Executive Director for Transport and Technical Services (TTS) acts into this role, in addition to retaining his role of Executive Director for TTS in Hammersmith and Fulham only, pending the recruitment and appointment of a permanent Chief Executive.
- 5.2 Mr Nigel Pallace will additionally be designated the Council's Head of Paid Services effect from Thursday 6 November 2014.
- 5.3 An Appointments Panel will be convened in 2015 to consider the appointment of a permanent Chief Executive.

### **6. OPTIONS AND ANALYSIS OF OPTIONS**

- 6.1 In light of the recent recommendations arising from the Critical Friends Board report it is felt that the option put forward above is the best option pending permanent recruitment to the sovereign role of Chief Executive for the London Borough of Hammersmith and Fulham.

### **7. CONSULTATION**

- 7.1 Notice has been given to Cabinet members of the proposed interim appointment.

### **8. EQUALITY IMPLICATIONS**

- 8.1 There are no specific equality implications for this report.

**9. LEGAL IMPLICATIONS**

- 9.1 The Council’s Constitution provides that the full Council will approve the appointment of the Head of Paid Service.
- 9.2 The Constitution also provides that the full Council may only make or approve the appointment of the Head of Paid Service where no well-founded objection from any member of the Executive has been received in accordance with the procedure set out in the Constitution.
- 9.3 Given that this is an interim position which will act up into the role of Chief Executive, an Appointments Panel has not been convened. The Appointments Panel will however be convened as part of the formal recruitment and selection process for the permanent post of Chief Executive.
- 9.4 Implications verified / completed by: Tasnim Shawkat, Bi-borough Director of Law, Tel: 020 8753 2700

**10. FINANCIAL AND RESOURCES IMPLICATIONS**

- 10.1 The budget implications for 2014/15 and throughout the proposed interim arrangements are anticipated to be an immediate saving. Costs will be managed across existing TTS and Finance and Corporate Services budgets.
- 10.2 The financial implications regarding the potential appointment of a permanent Hammersmith and Fulham Chief Executive will be addressed through the medium term financial strategy. Member approval will be requested as appropriate.
- 10.3 Implications verified / completed by: Maria Campagna, Head of Financial Systems, Payments and Controls, Tel: 020 8753 6014

**LOCAL GOVERNMENT ACT 2000**  
**LIST OF BACKGROUND PAPERS USED IN PREPARING THIS REPORT**

	<b>Description of Background Papers</b>	<b>Author/Ext of holder of</b>	<b>Department/ation</b>
	None		