

<p align="center">London Borough of Hammersmith & Fulham</p> <p align="center">FULL COUNCIL</p> <p align="center">22 March 2017</p>		
<p>APPOINTMENT OF THE HEAD OF PAID SERVICE</p>		
<p>Report of the Leader of the Council - Councillor Stephen Cowan</p>		
<p>Open Report</p>		
<p>Classification: For Decision Key Decision: No</p>		
<p>Wards Affected: All</p>		
<p>Accountable Directors: Debbie Morris, Director of HR and Tasnim Shawkat, Director of Law</p>		
<p>Report Authors: Debbie Morris, Director of HR Tasnim Shawkat, Director of Law</p>		<p>Contact Details: Debbie Morris - Tel: 020 8753 3068 debbie.morris@lbhf.gov.uk</p> <p>Tasnim Shawkat – Tel: 020 8753 2700 tasnim.shawkat@lbhf.gov.uk</p>

1. EXECUTIVE SUMMARY

- 1.1 The Council is being asked to approve the appointment of Ms Kim Dero as the Interim Chief Executive for the London Borough of Hammersmith and Fulham.
- 1.2 The Interim Chief Executive will also be the Head of Paid Service for Hammersmith and Fulham Council. Ms Dero will act as the Returning Officer and Electoral Registration Officer.

2. RECOMMENDATIONS

- 2.1 That Ms Kim Dero be appointed to act as the Interim Chief Executive for the London Borough of Hammersmith and Fulham with effect from 1st April 2017.
- 2.2 That Ms Kim Dero be appointed to act as the Head of Paid Service for the London Borough of Hammersmith and Fulham with effect from the same date.
- 2.3 That the appointment of Ms Kim Dero as the Returning Officer and Electoral Registration Officer, be approved.

3. REASONS FOR DECISION

- 3.1 Section 4 of the Local Government & Housing Act 1989 requires every local authority to designate one of their officers as its Head of Paid Service. Sections 8 and 35 of the Representation of the People Act 1983 also requires the appointment of the Electoral Registration Officer and Returning Officer. All these posts will be vacant when Mr Nigel Pallace leaves the Council on 31st March 2017.

4. PROPOSAL AND ISSUES

- 4.1 It is proposed that Ms Kim Dero, currently Director for Delivery and Value acts into the role of Interim Chief Executive. Ms Kim Dero's substantive role of Director for Delivery and Value will be filled on a temporary basis pending the recruitment and appointment of a permanent Chief Executive.
- 4.2 Ms Kim Dero will additionally be designated the Council's Head of Paid Service effective from 1st April 2017.
- 4.3 An Appointments Panel will be convened in due course to consider the appointment of a permanent Chief Executive.
- 4.4 The appointment of the Returning Officer and Electoral Registration Officer is required for the discharge of the functions of Electoral Registration Officer and the responsibility for elections. This role is a Council appointment which cannot be left vacant. The Council is requested to approve the appointment of Ms Dero Kim as the Returning Officer and Electoral Registration Officer.

5. CONSULTATION

- 5.1 Notice has been given to Cabinet Members of the proposed interim appointments.

6. EQUALITY IMPLICATIONS

- 6.1 There are no equality implications for this report.
- 6.2 Implications completed by: Kayode Adewumi, Head of Governance and Scrutiny (020 8753 2499)

7. LEGAL IMPLICATIONS

- 7.1 The Council's Constitution provides that the full Council will approve the appointment of the Head of Paid Service following recommendation from an Appointments Panel where no well-founded objection from any member of the Executive has been received in accordance with the procedure set out in the Constitution.
- 7.2 However, given that this is an interim appointment, which will act up into the role of Head of Paid Service / Chief Executive, an Appointments Panel has

not been convened. The Appointments Panel will be convened as part of the formal recruitment and selection process for the post of permanent Head of Paid Service/ Chief Executive.

7.3 Implications verified by: Tasnim Shawkat, Director of Law Tel: 020 8753 2700

8. FINANCIAL IMPLICATIONS

8.1 The budget implications for 2017/18 and throughout the proposed interim arrangements are anticipated to be an immediate saving. Costs will be managed across existing Delivery and Value and Finance and Corporate Services budgets.

8.2 The financial implications regarding the 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.

8.3 Implications verified / completed by: Hitesh Jolapara, Strategic Finance Director. Tel 020 8753 2501

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

None.