

Decision Report – Special Members Panel

Forward Plan Reference: n/a

Decision Date – 10 May 2023



Somerset Council Redundancies Arising from Implementation of the Senior Leadership Structure

Executive Member(s): Cllr Bill Revans

Local Member(s) and Division: n/a

Lead Officer: Duncan Sharkey – Chief Executive

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Summary / Background

1. The report presents the role of the Special Members' Panel, in approving and/or recommending decisions on the dismissal of chief & deputy chief officers for the reason of redundancy. The report and discussion will contain personally identifiable and sensitive information and will therefore be discussed as part of a confidential meeting of the panel.
2. The proposed redundancies are due to the implementation of the leadership structure for Somerset Council, as set out in the objectives of the business case for unitary status.

Recommendations

3. As set out in section two of the main report.

Reasons for recommendations

4. As set out in the main report.

Other options considered

5. Options to mitigate redundancies have been considered. These are set out in section 5 of the main report and were also considered as part of pre-transfer redundancy consultation, in November and December 2022.

Links to Council Plan and Medium-Term Financial Plan

6. The redundancies support the agreed business case for unitary status in Somerset.

Financial and Risk Implications

7. The financial implications of the redundancy programme are set out in sections 5 and 12 of the main report.
8. There are employment and governance risks when running a redundancy programme. These have been mitigated through working with legal experts in these areas and through ongoing dialogue with trade unions.

Likelihood	3	Impact	3	Risk Score	9
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Legal Implications

9. Legal and Governance implications are included in section 4 of the main report.

HR Implications

10. HR implications of the redundancy programme have been considered throughout the consultation, recruitment and redundancy processes to support the implementation of the leadership team to Somerset Council. The implications of the redundancy programme are contained within the main report.

Other Implications:

Equalities Implications

11. An Equalities Impact Assessment to support the implementation of the Leadership Structure for Somerset Council is included in Appendix 3 of the main report.

Community Safety Implications

12. Not applicable

Climate Change and Sustainability Implications

13. Not applicable

Health and Safety Implications

14. All staff who are at-risk of redundancy are being supported through specialist outplacement support, the Council's employee assistance programme and dedicated HR support.

Health and Wellbeing Implications

15. As per Health & Safety implications

Social Value

16. Not applicable

Scrutiny comments / recommendations:

17. The recommendations have not been considered by a scrutiny committee.

Background

18. As per the main report.

Background Papers

19. As set out in the main report

Appendices

- Main report - Somerset Council Redundancies Arising from Implementation of the Senior Leadership Structure

Report Sign-Off (if appropriate) (internal use only - not for publication)

	Officer Name	Date Completed
Legal & Governance Implications	David Clark	3 rd May 2023
Communications	Chris Palmer	3 rd May 2023
Finance & Procurement	Jason Vaughan	2 nd May 2023
Workforce	Chris Squire	2 nd May 2023
Asset Management	Oliver Woodhams	n/a
Strategy & Performance	Alyn Jones	3 rd May 2023
Executive Lead Member	Bill Revans	2 nd May 2023