

Agenda

Chief Officer Terms and Conditions Committee

**Thursday, 21 October 2021 at 10.00 am
in the Council Chamber - Sandwell Council House, Oldbury**

This agenda gives notice of items to be considered in private as required by Regulations 5 (4) and (5) of The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

1 Apologies for Absence

To receive any apologies for absence.

2 Declarations of Interest

Members to declare any interests in matters to be discussed at the meeting.

3 Urgent Business

To consider any urgent business.

4 Minutes

5 - 28

To confirm the minutes of the meeting held on 23, 24, 25, 30 March, 1 April, 16 and 21 July, 5 and 26 August and 22 September 2021 as a correct record.

5 Exclusion of the Public and Press



That the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

6. **Arrangements for the Appointment of an Interim Director of Human Resources** 29 - 34

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To consider arrangements for the appointment of Interim Director of Human Resources.

Kim Bromley-Derry CBE DL
Interim Chief Executive
Sandwell Council House
Freeth Street
Oldbury
West Midlands

Distribution
Councillor
Councillors

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Minutes of Chief Officers Terms and Conditions Committee

**Tuesday 23 March 2021 at 11.30am
Online Virtual Meeting**

Present: Councillor Crompton (Chair);
Councillors Ali, Singh and Underhill.

Also present: David Stevens (Chief Executive), Sue Stanhope (Interim Director HR), Elaine Newsome (Service Manager – Democracy), Suky Suthi-Nagra (Democratic Services Manager) and Gabrielle Evans (Democratic Services Officer).

7/21 **Apologies for Absence**

Apologies for absence were received from Councillor Allcock, Bostan and L Giles.

8/21 **Declarations of Interest**

There were no interests declared at the meeting.

9/21 **Minutes**

The minutes of the meeting held on 3 March 2021 were confirmed as a correct record.



10/21 **Additional Item of Business**

There were no additional items of business to consider.

11/21 **Exclusion of the Public**

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

12/21 **Arrangements for the Appointment of a Director of Finance**

The Committee interviewed three candidates for the post of Director of Finance.

Agreed, subject to there being no well-founded objection from the Cabinet: -

- (1) that in accordance with Part 4 of the Council's Constitution (Officer Employment Procedure Rules), Simone Hines currently the Executive Director – Resources and S151 Officer for Nuneaton & Bedworth Borough Council be appointed to the post of Director - Finance.

Meeting ended at 3.28pm.

There was a short adjournment from 12.52pm to 1.20pm.

Click [here](#) to view the meeting

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Minutes of Chief Officers Terms and Conditions Committee

**Wednesday 24 March 2021 at 10.00am
Online Virtual Meeting**

Present: Councillor Crompton (Chair);
Councillors Allcock, Millard and Singh.

Also present: David Stevens (Chief Executive), Sue Stanhope (Interim Director HR), Elaine Newsome (Service Manager – Democracy), Suky Suthi-Nagra (Democratic Services Manager) and Gabrielle Evans (Democratic Services Officer).

13/21 **Apologies for Absence**

Apologies for absence were received from Councillors Bostan, Moore and Underhill.

14/21 **Declarations of Interest**

There were no interests declared at the meeting.

15/21 **Additional Item of Business**

There were no additional items of business to consider.



16/21 **Exclusion of the Public**

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

17/21 **Arrangements for the Appointment of a Director of Housing**

The Committee interviewed three candidates for the post of Director of Housing.

Agreed, subject to there being no well-founded objection from the Cabinet: -

- (1) that in accordance with Part 4 of the Council's Constitution (Officer Employment Procedure Rules), Gillian Douglas currently the Assistant Director, Housing and Social Care Commissioning for Oxford County and Cherwell District Councils be appointed to the post of Director - Housing.

Meeting ended at 3.45pm.

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Minutes of Chief Officers Terms and Conditions Committee

**Thursday 25 March 2021 at 1.30pm
Online Virtual Meeting**

Present: Councillor Crompton (Chair);
Councillors Bostan, E M Giles, Padda, and Singh.

Also present: David Stevens (Chief Executive), Sue Stanhope (Interim Director HR), Elaine Newsome (Service Manager – Democracy), Suky Suthi-Nagra (Democratic Services Manager) and Gabrielle Evans (Democratic Services Officer).

18/21 **Apologies for Absence**

Apologies for absence were received from Councillor Underhill.

19/21 **Declarations of Interest**

There were no interests declared at the meeting.

20/21 **Additional Item of Business**

There were no additional items of business to consider.



21/21 Exclusion of the Public

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

22/21 Arrangements for the Appointment of a Director of Adult Social Care

The Committee interviewed three candidates for the post of Director of Adult Social Care.

Agreed, subject to there being no well-founded objection from the Cabinet: -

- (1) that in accordance with Part 4 of the Council's Constitution (Officer Employment Procedure Rules), Rashpal Bishop currently the Operations Manager for the Independent Office Police Conduct (IOPC), be appointed to the post of Director - Adult Social Care.

Meeting ended at 5.30pm.

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Contact: democratic_services@sandwell.gov.uk



Minutes of Chief Officers Terms and Conditions Committee

**Tuesday 30 March 2021 at 10.30am
Online Virtual Meeting**

Present: Councillor Crompton (Chair);
Councillors Ali, Bostan, Singh and Taylor.

Also present: David Stevens (Chief Executive), Sue Stanhope (Interim Director HR), Elaine Newsome (Service Manager – Democracy), Suky Suthi-Nagra (Democratic Services Manager) and Gabrielle Evans (Democratic Services Officer).

23/21 **Apologies for Absence**

Apologies for absence were received from Councillors Moore and Underhill.

24/21 **Declarations of Interest**

There were no interests declared at the meeting.

25/21 **Additional Item of Business**

There were no additional items of business to consider.



26/21 Exclusion of the Public

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

27/21 Arrangements for the Appointment of a Director of Borough & Economy

The Committee interviewed four candidates for the post of Director of Borough & Economy.

Due to the expense of the new role, the Committee was minded to not appoint to the position on this occasion and requested the recruitment agency to work with both Councillors Singh and Taylor to ensure that the position was also targeting diverse candidates.

Agreed: -

- (1) that the Interim Director - HR go back out to advert for the post of Director of Borough & Economy;
- (2) that Councillors Singh and Taylor advise the recruitment agency to ensure more diverse candidates apply for the role of Director of Borough & Economy.

Meeting ended at 4.32pm.

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Minutes of Chief Officers Terms and Conditions Committee

**Thursday 1 April 2021 at 10.00am
Online Virtual Meeting**

Present: Councillor Crompton (Chair);
Councillors Ali, Bostan and Millard.

Also present: David Stevens (Chief Executive), Sue Stanhope (Interim Director HR), Elaine Newsome (Service Manager – Democracy), Suky Suthi-Nagra (Democratic Services Manager) and Gabrielle Evans (Democratic Services Officer).

28/21 **Apologies for Absence**

Apologies for absence were received from Councillors Rollins, Singh and Underhill.

29/21 **Declarations of Interest**

There were no interests declared at the meeting.

30/21 **Additional Item of Business**

There were no additional items of business to consider.



31/21 Exclusion of the Public

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

32/21 Arrangements for the Appointment of a Director of Regeneration and Growth

The Committee interviewed five candidates for the post of Director of Regeneration and Growth.

Agreed, subject to there being no well-founded objection from the Cabinet: -

- (1) that in accordance with Part 4 of the Council's Constitution (Officer Employment Procedure Rules), Philip Coyne currently the Interim Director (Local Plan Review) at Maidstone Borough Council be appointed to the post of Director - Regeneration and Growth.

Meeting ended at 4.45pm.

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Minutes of Chief Officers Terms and Conditions Committee

Thursday 16 July 2021 at 9.45am

Present: Councillor Singh (Chair);
Councillors Crompton, Mabena and I Padda.

Also present: Sue Stanhope (Interim Director HR) and Suky Suthi-Nagra
(Democratic Services Manager).

33/21 **Apologies for Absence**

Apologies for absence were received from Councillors Ali and Fisher.

34/21 **Declarations of Interest**

There were no interests declared at the meeting.

35/21 **Additional Item of Business**

There were no additional items of business to consider.



Exclusion of the Public

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

Arrangements for the Appointment of a Director of Regeneration and Growth

With reference to Minute No. 32/21, the Committee was informed that on 1 April 2021, the Committee had interviewed five candidates and the role was offered to one candidate who had accepted the role but subsequently withdrew that acceptance for personal reasons.

The position was subsequently re-advertised externally.

The Committee now interviewed five candidates for the post of Director of Regeneration and Growth. The Committee was of the view that Baron Frankal be offered the position of Director of Regeneration and Growth, however, in the event that he did not accept the position, it be offered to TM.

Agreed, subject to there being no well-founded objection from the Cabinet: -

- (1) that in accordance with Part 4 of the Council's Constitution (Officer Employment Procedure Rules), Baron currently the Director at the Oman Aviation Group be appointed to the post of Director - Regeneration and Growth.

Meeting ended at 3.57pm.

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Minutes of Chief Officers Terms and Conditions Committee

Wednesday 21st July 2021 at 10:00am

Present: Councillor Singh (Chair);
Councillors Crompton, Hartwell, Simms and Taylor.

Also present: Sue Stanhope (Interim Director HR) and Elaine
Newsome (Service Manager – Law and Governance).

33/21 Apologies for Absence

Apologies for absence were received from Councillors Fisher and Shackleton.

34/21 Declarations of Interest

There were no interests declared at the meeting.

35/21 Urgent Items of Business

There were no urgent items of business to consider.

36/21 **Exclusion of the Public**

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

37/21 **Arrangements for the Appointment of a Director of Children and Education**

The Committee interviewed three candidates for the post of Director of Children and Education. The Committee was of the view that Michael Jarrett be offered the position of Director of Children and Education.

Agreed, subject to there being no well-founded objection from the Cabinet: -

- (1) that in accordance with Part 4 of the Council's Constitution (Officer Employment Procedure Rules), Michael Jarrett be appointed to the post of Director – Children and Education.

Meeting ended at 3.42pm.

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Minutes of Chief Officers Terms and Conditions Committee

Thursday 5th August 2021 at 10:00am

Present: Councillor Singh (Chair);
Councillors Abrahams, Ahmed, Crompton, Fenton,
I Padda and Shackleton.

Also present: Sue Stanhope (Interim Director HR) and Suky Suthi-
Nagra (Democratic Services Manager).

38/21 Apologies for Absence

No apologies for absence were received.

39/21 Declarations of Interest

There were no interests declared at the meeting.

40/21 Additional Item of Business

There were no additional items of business to consider.

41/21 **Exclusion of the Public**

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

42/21 **Arrangements for the Appointment of Interim Chief Executive**

The Council at its extraordinary meeting held on 26th July 2021 resolved that Section 4 of the Officer Employment Procedure Rules be waived and that the Chief Officer Terms and Conditions Committee be authorised to approve any interim arrangements which include the interim appointment to the position of Chief Executive and Head of Paid Service.

The Committee interviewed two candidates for the post of Interim Chief Executive. The Committee was of the view that Kim Bromley-Derry be offered the role.

Agreed that subject to there being no well-founded objection from the Cabinet, Mr Kim Bromley-Derry, currently the Executive Director of Strategic Partnerships – McLaren Group and formerly the Chief Executive London Borough of Newham, be appointed to the post of Interim Chief Executive.

Meeting ended at 1.47pm.

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Minutes of Chief Officers Terms and Conditions Committee

Thursday 26 August 2021 at 10:00am

Present: Councillor Singh (Chair);
Councillors Crompton, Hartwell, Kalari, Mabena,
I Padda and Simms.

Also present: Kim Bromley-Derry (Interim Chief Executive), Sue Stanhope (Interim Director HR) and Suky Suthi-Nagra (Democratic Services Manager).

43/21 **Apologies for Absence**

No apologies for absence were received.

44/21 **Declarations of Interest**

There were no interests declared at the meeting.

45/21 **Additional Item of Business**

There were no additional items of business to consider.

46/21 **Exclusion of the Public**

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to any individual.

47/21 **Arrangements for the Appointment of Director of Borough Economy**

The Committee interviewed three candidates for the post of Director of Borough Economy. The Committee was of the view that Alice Davey be offered the position of Director of Borough Economy.

Resolved subject to there being no well-founded objection from the Cabinet: -

- (1) that in accordance with Part 4 of the Council's Constitution (Officer Employment Procedure Rules), Alice Davey be appointed to the post of Director of Borough Economy.

Meeting ended at 1.05pm

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Minutes of Chief Officer Terms and Conditions Committee

**Wednesday, 22 September 2021 at 10.30 am
in the Council Chamber at Sandwell Council House, Oldbury**

Present: Councillor R Singh (Chair);
Councillors Crompton, Kalari, I Padda, Piper and Shackleton.

Also present: Sue Stanhope (Interim Director – HR) and Suky Suthi-Nagra
(Democratic Services Manager).

48/21 Apologies for Absence

An apology for absence was received from Councillor L Giles.

49/21 Declarations of Interest

There were no declarations of interest made.

50/21 Urgent Business

There were no urgent items to consider.



51/21 Exclusion of the Public and Press

Resolved: hat the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, relating to the financial or business affairs of any particular person, including the authority holding that information.

52/21 Chief Executive Recruitment

Consideration was given to proposals to recruit to the post of Chief Executive on a permanent basis following approval by Council on 26 July 2021 to the early retirement of the former Chief Executive.

An interim Chief Executive was appointed to the role in August 2021 and a recruitment agency had been appointed to assist in the recruitment process to advertise the post externally.

Following discussions with the agency on the requirements of the council in respect of the skills, knowledge and experience that were required of any potential candidates, it was advised that the existing salary of the Chief Executive was lower than the average for both the region and nationally. This would subsequently present the council with a significant challenge in attracting candidates of a suitable calibre to apply for the role. The current salary of the Chief Executive role was £151,580.

The advice from the recruitment agency was that given Sandwell was the third largest Council in the region and the 34th largest in the country coupled with the fact that it was considered that an individual with previous experience at Chief Executive level was being sought, that the current salary level of the Chief Executive role should be considered. Using the benchmark information and knowledge of the current market place, it was proposed that this should be at least at the level of £185,000.

The Committee gave consideration to the current salaries paid both within the region and for those Chief Executive roles advertised recently. It was noted that the salary for Chief Executive in Sandwell was the lowest in comparison to the rest of the West Midlands councils.

Whilst the Committee was minded to agree an increase in the basic salary for the Chief Executive post, it was felt that a long-term incentive plan should be included as part of the job requirements whereby the performance of the successful postholder could be measured against set targets to achieve priorities contained within the Corporate Plan to ensure continuous progress was being made. It was also agreed that in consultation with West Midlands Employers, the Leader of the Council would conduct regular appraisals of the successful postholder to ensure there was a quantifiable measure of performance and progress against targets.

Resolved:-

- (1) that approval be given to the basic salary of the Chief Executive post being set at £185,000, which was subject to negotiation, and the salary range agreed in consultation with the Leader of the Council and Interim Director of HR;
- (2) that in connection with the appointment of a Chief Executive, a long-term incentive plan should be included as part of the job requirements and the Leader of the Council to conduct regular appraisals of the successful postholder to enable the performance of the successful postholder to be measured against set targets to achieve the priorities within the Corporate Plan.

Meeting ended at 11.30 am

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By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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