

# Minutes of Chief Officers Terms and Conditions Committee

**Wednesday, 6 September 2023 at 10.30 am  
at Committee Room 1 - Sandwell Council House, Oldbury**

**Present:** Councillor Carmichael (Chair)  
Councillors Piper (Vice- Chair), Fenton, Hackett, Kalari,  
Padda and Rollins.

**Officers:** Shokat Lal (Chief Executive), Nicki Gobran (Interim Senior  
HR Business Partner), Elaine Newsome (Assistant Director  
Democracy)

## **11/23** Declarations of Interest

No declarations of interest were made.

## **12/23** Minutes

**Resolved** that the minutes of the meeting held on 13 June  
2023 be approved as a correct record.

## **13/23** Additional Items of Business

There were no additional items of business to consider as a matter  
of urgency.

## **14/23** Exclusion of the Public and Press

**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 and the business and financial affairs of the Council.

## **15/23 Organisational Redesign**

The Committee considered the report of the Chief Executive in relation to the redesign of the Council's leadership structure.

Members noted that the directors affected by the proposals would be offered an opportunity to make representations to a subsequent meeting of the Committee that would be convened to consider post consultation proposals.

### **Resolved:-**

- (1) that the report of the Chief Executive regarding proposed changes to the officer Leadership team (LT) structure be received;
- (2) that the Chief Executive be authorised to commence formal consultations with the affected postholders in accordance with the proposals and timeline set out within the Case for Change document included at Appendix A of the report;
- (3) that following completion of the formal consultation process referred to in Resolution (2) above:-
  - to receive a further report from the Chief Executive, with the outcomes of consultation including any resulting changes to the original structure proposals and which also allow for any Director who is at risk, should they so choose, to make oral representations to the Committee, in accordance with the JNC for Chief Officers Terms and Conditions of Employment;
  - to make recommendations to Council to approve final structure proposals including plans to recruit to vacant posts.

Meeting ended at 11.00 am

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