

Minutes of Chief Officers Terms and Conditions Committee

**Wednesday, 11 October 2023 at 10.00 am
at Committee Room 2 - Sandwell Council House, Oldbury**

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

Officers: Kim Bromley-Derry (Commissioner), Shokat Lal (Chief Executive), Victoria Lee (Assistant Director of HR and Organisational Development) and Suky Suthi-Nagra (Democratic & Member Services Manager).

16/23 Apologies for Absence

Apologies for absence were received from Councillors Fenton and Padda.

17/23 Declarations of Interest

No declarations of interest were made.

18/23 Minutes

Resolved that the minutes of the meeting held on 6 September 2023 be approved as a correct record.

19/23 Urgent Business

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



20/23 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, likely to identify an individual or the business and financial affairs of any particular person (including the authority holding the information).

21/23 New Leadership Team Structure

With reference to Minute No. 15/23 (6 September 2023), wherein the Committee authorised the Chief Executive to commence formal consultations with the affected postholders on the redesign of the Council's senior leadership structure, consideration was now given to the outcome of the consultation process and representations received both in writing and at the Committee.

The Chief Executive reported that he had held consultation meetings with affected postholders and that none of the issues raised by postholders had meant the need to reconsider or amend the original structure proposals.

Members of the Committee received representations at the meeting by two affected postholders, as well as written submissions.

Having considered in full both oral and written submissions received, the Committee was satisfied that due process had been followed and that the process and rationale which had been applied in redesigning the leadership team structure was, as far as possible, both fair and transparent.

As part of the process for supporting employees who were at risk, and in accordance with Council policies, consideration would be given to identifying suitable alternative employment within the Council, as a means of avoiding compulsory redundancy.

The Committee also placed on record their thanks to Directors affected by the proposals for the role they played and their significant achievements to date.

Resolved:-

- (1) that written and oral representations received from Directors who are designated at risk, alongside their responses to the formal consultation process received by the Chief Executive be received;

(2) to recommend to Council:-

- a) to approve the new Leadership Team structure as set out at Appendix 1;
- b) the deletion of the posts of Director of Finance, Borough Economy, Housing, Law and Governance (Monitoring Officer), Regeneration and Growth (3 postholders at risk);
- c) the establishment of 3 Executive Director posts of People, Place and Finance & Transformation (S151 Officer) within a proposed salary range of £125,000 - £135,000 per year;
- d) the designation of the post of Assistant Director (Law and Governance) as the Council's Monitoring Officer and Deputy Electoral Registration Officer (both currently held by the post of Director of Law and Governance);
- e) the designation of the new post of Executive Director of Finance and Transformation as Senior Information Risk Owner (SIRO);
- f) subject to 1.2(d) above, the designation of the post of Electoral Services Manager as a Deputy Electoral Registration Officer.

- (3) that the Chief Executive be authorised to invite those Directors at risk of redundancy as a result of these proposals to formally express interest in the positions of Assistant Director (Programme Manager) for Levelling Up and Assistant Director for ICT and Transformation (pending review and redesignation to Service Director), as suitable alternative work, with such invitations to be made on a ring-fenced

expression of interest basis and subject to formal offer by the Committee, including interview by the Committee should more than one Director express an interest for either post.

Meeting ended at 11.57 am

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