

Agenda

Chief Officers Terms and Conditions Committee

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

1 Apologies for Absence

2 Declarations of Interest

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

3 Minutes

5 - 8

To confirm the minutes of the meeting held on 6 September 2023 as a correct record.

4 Urgent Business

To consider any urgent business.

5 Exclusion of the Public and Press

That the public and press be excluded from the rest of the meeting. This is 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 reveal the identity of an individual and the financial and business affairs of



any person, including the authority holding that information.

6 **New Leadership Team Structure**

9 - 30

To consider proposals for the Leadership Team structure.

Shokat Lal

Chief Executive

Sandwell Council House

Freeth Street

Oldbury

West Midlands

Distribution

Councillor Carmichael (Chair)

Councillors Piper, Kalari, Fenton, Hackett, Padda and Rollins

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Minutes of Chief Officer Terms and Conditions Committee

**6 September 2023 at 10.30am
in Committee Room One at 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 11.00am

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