

## **SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Council **DATE:** 23<sup>rd</sup> July 2019

**CONTACT OFFICER:** Sushil Thobhani, Service Lead Governance  
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**WARD(S):** All

### **PART I** **FOR INFORMATION**

#### **APPOINTMENT TO DIRECTOR OF TRANSFORMATION – NEW POST**

##### **1 Purpose of Report**

To advise the Council of a significant officer appointment in relation to its Transformation Programme.

##### **2 Recommendation**

The Council is requested to note that on 10<sup>th</sup> June 2019 the Council's Senior Management Team was changed to include a new chief officer post of Director of Transformation.

##### **3 The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

The Transformation Programme will deliver a new Operating Model for the Council and directly support all aspects of the Slough Joint Wellbeing Strategy's priorities as set out below:

1. Protecting vulnerable children
2. Increasing life expectancy by focusing on inequalities
3. Improving mental health and wellbeing
4. Housing

##### **Other Implications**

###### **(a) Financial**

Funding for the new post is earmarked in the budget.

###### **(b) Human Rights Act and Other Legal Implications**

The Officer Employment Rules provide that the Appointments Sub Committee will appoint chief officers, and that no offer of employment to a chief officer shall be made where a material and well founded objection has been received from any member of the Cabinet.

##### **5 Supporting Information**

- 5.1 At its meeting on 15<sup>th</sup> April 2019, Slough's Cabinet approved a Transformation Programme, and delegated to the Chief Executive, following consultation with the Leader of the Council and the relevant Lead Member, authority for its delivery and implementation.

- 5.2 The business case attached to the Cabinet report envisaged the creation of an implementation team. This team is to be led by a new Director of Transformation that was planned to be in place by the end of July. It also identified both the cost and the budget for the team.
- 5.3 Decisions about the senior management structure and salary packages over £100,000 would normally be made by full Council. Following this route would have put at risk recruiting to the post of Director of Transformation by the end of July as envisaged by the Cabinet report.
- 5.4 The Chief Executive has powers under Part 3.6 para 1.4 of the Constitution to exercise council functions where the matter is urgent. Putting in place the leadership of the Programme and adhering to its agreed timetable was considered urgent.
- 5.5 Awaiting determination of these matters by full Council at the end of July, and the consequent delay to the recruitment to the post (in all likelihood until September) was considered not to be in the Council's interests and to have put at risk delivery of the savings promised by the transformation programme.
- 5.6 The Chief Executive consulted the Leader, the Lead Member for Transformation and the Leader of the Opposition prior to taking this decision.
- 5.7 On 25<sup>th</sup> June 2019 the Appointment Sub Committee met and following interview resolved to offer the new post to Joe Carter. No objections having been received from any member of the Executive, Mr Carter will take up his new post in late July 2019.

6 **Background Papers**

None.