

LONDON BOROUGH OF HAMMERSMITH & FULHAM

Report to: Full Council

Date: 10/07/2024

Subject: Review of the Constitution

Report of: Councillor Stephen Cowan – The Leader of the Council

Report author: David Abbott, Head of Governance

Responsible Director: Grant Deg, Director for Legal Services

SUMMARY

This report asks Council to note changes to senior officer job titles and roles.

RECOMMENDATIONS

1. That Full Council notes the changes to senior officer job titles detailed in paragraph 5 of the report.
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Wards Affected: All

Our Values	Summary of how this report aligns to the H&F Values
Doing things with local residents, not to them	Regular reviews of the constitution help to ensure a high standard of governance across the Council.

Financial Impact

The recommendations in this report have no direct financial implications.

Alex Pygram, Head of Finance, Corporate Services - signed on 2 July 2023

Legal Implications

The Local Government Act 2000 requires the Council to have and maintain a Constitution. The recommendations in this report reflect changes to the roles and job titles of senior officers which need to be set out in the Constitution. These follow the recent corporate redesign.

John Sharland, Assistant Director of Legal Services - 2 July 2023

Background Papers Used in Preparing This Report

The Council's Constitution: www.lbhf.gov.uk/constitution

DETAILED ANALYSIS

Proposals and Analysis of Options

1. The Constitution sets out how the Council operates, how decisions are made and the procedures that are followed to ensure business is conducted in an efficient, transparent, and accountable manner.
2. The Monitoring Officer has a duty to keep the Constitution under review and has delegated authority to amend the Constitution where there has been a change in law, job title, structure, rearrangement of job responsibilities or for general administrative convenience. All extensive changes to the Constitution, however, must be approved by Full Council.
3. The Monitoring Officer is satisfied that the Council's Constitution continues to fulfil its stated purposes, as set out in Article 1 of the Constitution.

Reasons for Decision

4. The Council's Monitoring Officer is required to review the Council's Constitution each year to ensure that its aims and principles are given full effect in accordance with Article 14 of the Constitution.

Corporate Redesign and Changes to Senior Officer Job Titles and Roles

5. Following a corporate redesign, the Council has moved from 6 to 3 directorates – People, Place and Finance & Corporate Services.
6. Below are the changes to senior officer job titles and roles which have taken place since the previous Full Council meeting.
7. The following posts have been created to lead the new directorates:
 - Executive Director of People
 - Executive Director of Finance and Corporate Services
 - Executive Director of Place
8. The full breakdown of responsibilities is attached as appendix 1.
9. The following posts have been deleted:
 - Strategic Director of Independent Living (DASS)
 - Strategic Director of Economy
 - Strategic Director of Environment
 - Strategic Director of Children's Services
 - Strategic Director of Finance

- Strategic Director, Chief Operating Officer, Corporate Services

10. The new management team consists of:

H&F Management Structure

Sharon Lea	Chief Executive and Head of Paid Service
Bram Kainth	Executive Director of Place
Jacqui McShannon	Executive Director of People
Sukvinder Kalsi	Executive Director of Finance and Corporate Services
Grant Deg	The Director for Legal Services and Monitoring Officer

11. The changes above will be updated in the constitution following the July meeting.

LIST OF APPENDICES

Appendix 1 – Responsibilities of the Chief Executive and Chief Officers