

REPORT OF THE HEAD OF DEMOCRATIC SERVICES

8.1 APPOINTMENT OF CABINET

Members are asked to note the appointment by the Leader of the Council of the Deputy Leader and Cabinet for 2023/24 as follows:

Position/Portfolio	Councillor
Deputy Leader, Property, Highways & Transport	Bianco
Finance	Goddard
Children, Families and Education	O'Brien
Health & Social Care	Palmer
Residents' Services	Lavery
Corporate Services	D.Mills

8.2 REVIEW OF COUNCIL CONSTITUTION

1. Background

- 1.1 The Constitution of the London Borough of Hillingdon sets out how the Council is governed and operates, the various roles of the elected Members, how decisions are made and the procedures which are followed to ensure that everything the Council does is efficient, transparent, accountable, done with integrity and engages residents in the way it does business.
- 1.2 Many of the Council's constitutional procedures are required by law, whilst others are a matter of local choice. Council regularly reviews the Constitution to ensure it meets local priorities and legislative changes.

RECOMMENDATION: That the recommendation of the Appointments Committee regarding the new definition of 'Chief Officer', be approved and the Constitution be updated accordingly.

2. Information

- 2.1 The Appointments Committee at its meeting on 9 March 2023 considered and approved a review of the pay structure for the organisation's Chief Officer grades and Corporate Director grades.
- 2.2 In doing so, the Committee approved a new definition of 'Chief Officer' to ensure that those posts falling within this category truly reflected the seniority of the role and merited the payment under the revised Chief Officer pay scales.
- 2.3 The effect has been to reduce the number of Chief Officer posts from 58 to 18 with a new category of 'Heads of Service / Technical Specialist' introduced for those posts no longer defined as 'Chief Officer'.
- 2.4 The new definition of a Chief Officer will be as follows:

- (a) 'Chief Officer' is:-
- (i) A person occupying a post which is remunerated in line with the Chief Officer pay scales (Exec' 1, 2 or 3 or the CEO pay scale);
 - (ii) a person for whom the Council's Chief Executive is directly responsible and includes the statutory Chief Officers;
 - (iii) a person who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to the Council's Chief Executive; and
 - (iv) any person who, as respects all or most of the duties of **their** ~~his~~ post, is required to report directly or is directly accountable to the Council itself or any Committee or Sub-Committee of the Council.

3. FINANCIAL IMPLICATIONS

There are no financial implications arising directly out of this report.

4. LEGAL IMPLICATIONS

Under the terms of the Constitution, it is for full Council to decide whether to approve the proposed Constitution.

BACKGROUND PAPERS: [Council constitution and delegations - Hillingdon Council](#)