

**BRISTOL CITY COUNCIL
CABINET
1st September 2015**

REPORT TITLE: APPOINTMENT OF EXECUTIVE DIRECTORS TO BRISTOL TECHNOLOGY AND ENERGY (SUPPLY) LIMITED

Ward(s) affected by this report: All

Strategic Director: Max Wide, Strategic Director, Business Change

Report author: Shahzia Daya, Interim Service Director – Legal and Democratic Services

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Purpose of the report:

Further to the Cabinet meeting of 6th July 2015, approval is sought to appoint directors of the company and agree remuneration packages for Bristol Technology and Energy Services (Supply) Limited.

RECOMMENDATION for the Mayor's approval:

- 1. Having considered the information set out in Appendix 1 (exempt information not for publication), and following receipt of the views of the Shareholder Group, approval is granted for the company to appoint as company directors and agree remuneration packages accordingly in respect of the:
 - a. Managing Director;**
 - b. Finance Director; and**
 - c. Director of Operations**of Bristol Technology and Energy Services (Supply) Limited (registered company 09135084).**
- 2. The appointment of the City Director as a company director of Bristol Technology and Energy Services (Supply) Limited is confirmed.**

The proposal:

- 1. The Cabinet meeting on 6th July 2015 established the operation of Bristol Technology and Energy Services (Supply) Limited, registered company 09135084, ('BT&ES') as a local authority trading company. That decision also reserved a number of company decisions to the authority such that those matters could not be decided upon by the company without the consent of the Mayor ('Reserved Matters').**

2. One of the Reserved Matters relates to staff appointments & dismissals at company director level, and the remuneration of those directors.
3. BT&ES have undertaken a robust recruitment search and would like to make a number of key appointments, which will need Cabinet approval before offers of employment can be made to the individuals concerned. All of these roles will be members of the BT&ES Board and will form the key appointments of
 - a. Managing Director
 - b. Finance Director
 - c. Director of Operations
4. The selection process included the use of psychometric tests that provided information on individual strengths and team fit, formal interview and assessment.
5. Given the commercial sensitivity around these appointments, including that some candidates are still in their respective current roles at other trading companies, the names of these appointments are not able to be made public at this time.
6. The names and CVs for all proposed appointments have been shared with the Mayor, and other members of the Shareholder Group in order that they are satisfied that these appointments are appropriate. The names of the appointed Directors will be made public as soon as possible, following their appointment decision.
7. The City Director, Nicola Yates, is currently a company director of BT&ES in its establishment phase. In the role of managing director of the holding company, confirmation is also requested for the appointment of the post of City Director as a company director of BT&ES on a permanent basis.

Consultation and scrutiny input:

8. Detailed information has been shared with the Shareholder Group prior to this Cabinet meeting (Appendix 1), which includes the proposed name of Directors to be appointed, salaries, start dates, etc.
9. The key purpose of the Shareholder Group is to advise the Mayor in his exercise of his responsibility for the Council's executive functions as corporate shareholder of a company and in his role to represent the interests of the Council as Shareholder Representative at meetings of a company. The Chair of Overview and Scrutiny Management Board is an informed observer on the Shareholder Group
 - a. **Internal consultation:**
With appropriate Legal, Finance and HR officers
 - b. **External consultation:**
Shareholder group, as outlined above.

Other options considered:

10. As part of the recruitment process a number of candidates were considered for these roles. Appointments, subject to Cabinet approval, are being offered to the candidates who best met the requirements for these posts, following the recruitment process referred to above.

Risk management / assessment:

FIGURE 1							
The risks associated with the implementation of the (subject) decision :							
No.	RISK Threat to achievement of the key objectives of the report	INHERENT RISK (Before controls)		RISK CONTROL MEASURES Mitigation (ie controls) and Evaluation (ie effectiveness of mitigation).	CURRENT RISK (After controls)		RISK OWNER
		Impact	Probability		Impact	Probability	
1							
2							

FIGURE 2							
The risks associated with <u>not</u> implementing the (subject) decision:							
No.	RISK Threat to achievement of the key objectives of the report	INHERENT RISK (Before controls)		RISK CONTROL MEASURES Mitigation (ie controls) and Evaluation (ie effectiveness of mitigation).	CURRENT RISK (After controls)		RISK OWNER
		Impact	Probability		Impact	Probability	
1	That appropriate appointments are not made, meaning the company cannot deliver its desired functions	High	High	Shared full CVs and process of recruitment with Shareholder panel prior to the Cabinet meeting	High	Low	Bill Eldrich

Public sector equality duties:

There are no significant equalities duties arising from this proposal that would require an impact assessment. All recruitment complies with the relevant equalities legislation.

Eco impact assessment

No significant environmental impacts arise from this proposal.

Resource and legal implications:

Finance

a. Financial (revenue) implications:

The proposal is part of the business case for the energy company and funding for these posts has been approved as part of this

Advice given by Janet Ditte Service Manager: Finance
Date 21st August 2015

b. Financial (capital) implications:

None

Advice given by Janet Ditte Service Manager: Finance
Date 21st August 2015

Comments from the Corporate Capital Programme Board:

None

c. Legal implications:

BT&ES is a local authority regulated company. Reserved matters are the means by which the Council, as owner of the company, exercises control over certain key aspects of its company.

The key purpose of the Shareholder Group is to advise the Mayor in his exercise of responsibility for the Council's executive functions as corporate shareholder of a company and in his role to represent the interests of the Council as Shareholder Representative at meetings of a company.

Advice given by Jane Johnson, Team Leader: Corporate
Date 21st August 2015

d. Land / property implications:

None – not applicable

e. Human resources implications:

The exempt appendix has been approved by the Business Partner for Business Change

Advice given by Mark Williams, Business Partner, Business Change
Date 19/08/15

Appendices:

Appendix 1 – Exempt report on the APPOINTMENT OF EXECUTIVE DIRECTORS TO BRISTOL TECHNOLOGY AND ENERGY (SUPPLY) LIMITED *[Exempt and not for publication: Para 2 and 3 (Information which is likely to reveal the identity of an Individual and Information relating to the financial or business affairs of any particular person) of Part 1 Schedule 12A of the Local Government Act 1972].*