

Report title: APPOINTMENT OF A DIRECTOR TO BRISTOL ENERGY

Wards affected: All

Strategic Director: Max Wide

Report Author: Shahzia Daya

RECOMMENDATION for the Mayor's approval:

Having considered the information set out in Appendix 1 (exempt information not for publication), and following receipt of the views of the Shareholder Group, approval is granted for the company to appoint as a company director and agree remuneration packages accordingly in respect of a Director of Sales and Communications of Bristol Energy and Technology Services (Supply) Limited (registered company 09135084).

Key background / detail:

a. Purpose of report:

Further to the Cabinet meeting of 1st September 2015, approval is sought for the Bristol Energy and Technology Services (Supply) Limited, which is a subsidiary of Bristol Energy and Technology Services Limited a wholly owned company of Bristol City Council, to appoint a director of the company and agree remuneration packages.

b. Key details:

1. The Cabinet meeting on 6th July 2015 established the operation of Bristol Energy and Technology Services (Supply) Limited, registered company 09135084, ('BETS(supply)) 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. A robust recruitment search has been undertaken. The selection process included the use of psychometric tests that provided information on individual strengths and team fit, formal interview and assessment. Cabinet approval is now sought for appointment to that position.
4. 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 the proposed appointee is not able to be made public at this time.

**BRISTOL CITY COUNCIL
CABINET
6th October 2015**

REPORT TITLE: APPOINTMENT OF A DIRECTOR TO BRISTOL ENERGY

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

**Contact telephone no. 0117 9222413
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Purpose of the report:

Further to the Cabinet meeting of 1st September 2015, approval is sought for the Bristol Energy and Technology Services (Supply) Limited, which is a subsidiary of Bristol Energy and Technology Services Limited a wholly owned company of Bristol City Council, to appoint a director of the company and agree remuneration packages.

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 a company director and agree remuneration packages accordingly in respect of a Director of Sales and Communications of Bristol Energy and Technology Services (Supply) Limited (registered company 09135084).**

The proposal:

1. The Cabinet meeting on 6th July 2015 established the operation of Bristol Energy and Technology Services (Supply) Limited, registered company 09135084, ('BETS(supply)) 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. The Cabinet meeting of 1st September 2015 gave approval to the appointment of two of the three intended full-time directors of the company, terms of employment and their associated remuneration package. This report concerns the third, such post, which will undertake the role

of Director of Sales and Communications. This differs slightly from the intended posts as outlined in the report of 6th July 2015 because the company and shareholder are now aware of the people that they have recruited as the senior leadership team of the company and are appointing company directors to provide balance to the board of the company.

4. A robust recruitment search has been undertaken. The selection process included the use of psychometric tests that provided information on individual strengths and team fit, formal interview and assessment. Cabinet approval is now sought for appointment to that position.
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 the proposed appointee is not able to be made public at this time.
6. The name and CV 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.

Consultation and scrutiny input:

7. Detailed information has been shared with the Shareholder Group prior to this Cabinet meeting (Appendix 1), which includes the proposed names of all of the senior leadership team, (including the proposed company director), to be appointed, salaries, start dates, etc.
8. 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:

9. 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		RISK CONTROL MEASURES Mitigation (ie controls) and Evaluation (ie effectiveness of mitigation).	CURRENT RISK		RISK OWNER
		(Before controls) Impact	Probability		(After controls) Impact	Probability	
1							
2							

FIGURE 2**The risks associated with not implementing the (subject) decision:**

No.	RISK	INHERENT RISK		RISK CONTROL MEASURES	CURRENT RISK		RISK OWNER
		(Before controls)			(After controls)		
		Impact	Probability		Impact	Probability	
1	Threat to achievement of the key objectives of the report That appropriate appointments are not made, impacting upon the commercial decision activities of the company and reputation of the Council.	High	High	Mitigation (ie controls) and Evaluation (ie effectiveness of mitigation). Shared full CVs and process of recruitment with Shareholder panel prior to the Cabinet meeting	High	Low	Bill Edrich

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:

BETS(supply) 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 ENERGY AND TECHNOLOGY SERVICES (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*].