

RESOURCES COMMITTEE

Date: 27th October 2023

Subject: Retirement of GMCA & TfGM Chief Executive Officer

Report of: Gillian Duckworth, GMCA Solicitor and Monitoring Officer & Mallicka Mandal,
GMCA Director of People Services

Purpose of Report

The purpose of this report is to seek approval from the Committee for the commencement of the recruitment process for a new Chief Executive Officer, following the announcement of the intended retirement by the current role holder, Eamonn Boylan, in May 2024

Recommendations:

Resources Committee is requested to:

1. Note the retirement of the current GMCA & TfGM Chief Executive as set out in the report.
2. Authorise the commencement of a recruitment process of a new Chief Executive who will be appointed to the role of Head of Paid Service in accordance with section 4 of the Local Government & Housing Act 1989.
3. Approve the use of a recruitment executive search agency to provide independent support to the process.
4. Consider options for the future leadership of GMCA & TfGM (as set out in the report) which will then inform the approach to recruitment.
5. Agree the Members for the Appointment Panel in line with the constitutional requirements.

Contact Officers

- Gillian Duckworth, GMCA Solicitor and Monitoring Officer
gillian.duckworth@greatermanchester-ca.gov.uk

- Andrew Lightfoot, GMCA Deputy Chief Executive:
andrew.lightfoot@greatermanchester-ca.gov.uk
- Mallicka Mandal, GMCA Director of People Services:
mallicka.mandal@greatermanchester-ca.gov.uk

1. Introduction/Background.

- 1.1. After over 40 years' service in Local Government, and 6.5 years with the GMCA, on 16th October 2023 current GMCA & TfGM Chief Executive Officer (CEO), Eamonn Boylan, notified the GMCA of his intention to retire from May 2024.
- 1.2. As the Head of Paid Service, the CEO role is a statutory appointment under the provisions of Section 4 of the Local Government and Housing Act 1989.
- 1.3. The role has, since 2019, been that of a shared CEO for both GMCA and TfGM. This has brought benefit in respect of improved synergy and collaboration but has limited the time available to the postholder to provide strategic leadership. While the current arrangements have delivered benefit there is now an opportunity to consider a range of options for the future.

2. Options to consider for the future.

- 2.1. There is a clear statutory requirement for a Head of Paid Service, but it is for the CA to determine the scope of that role and the way in which the postholder discharges their responsibility. As stated, the CA determined in 2019 that the postholder would assume the joint role of CEO of both GMCA and TfGM on the departure of the previous CEO / Director General of TfGM. Prior to that there was insufficient clarity as to how lines of accountability were managed. The joint role resolved that issue.
- 2.2. With the planned departure of the current postholder there are, in essence, 3 options for the future namely:
 - a) Maintain status quo and seek a like for like replacement, providing direct leadership to both organisations.
 - This has the benefit of remaining cost neutral but may limit potential candidates who might be daunted by the complexity of the role.
 - b) Revert to pre 2019 position and seek to recruit 2 separate roles of CEO.
 - This will bring greater levels of professional capacity at a time when the business of both organisations is becoming much more complex in the light of Franchising and integration and a new strategic and fiscal relationship with Government, it would carry significant additional cost and run the risk of reintroducing lack of clarity about accountability as before.

c) Adopt a more hybrid approach with the creation of a genuine Group CEO role, supported by properly designated Managing Director roles in each of the constituent organisations with the responsibility for the management of leadership teams on a day-to-day basis.

- This option will carry cost in the form of augmentation of roles (primarily at the CA) but these would be insignificant compared to the cost of reinstating a full time CEO at TfGM
- A new Group CEO role could take a more strategic and outward facing approach to the further development of the GM agenda while ensuring clear lines of accountability for the operation of the business of both organisations.

2.3. Whichever option is preferred a key role for the postholder will be to work with both GMCA and TfGM to increase the level of integration of functions and activity between both organisations.

2.4 Due to the complex nature of the role, it is recommended that the Resources Committee agree to the appointment of an executive search partner to support the recruitment and selection process.

3. Appointment Panel

As defined in the GMCA constitution, Resources Committee have specific responsibility to: *“To establish at the appropriate time panels of members as a sub-committee to act as appointment panels for the appointment of the Head of Paid Service and Chief Officers of the GMCA.”*

Resources Committee are asked to confirm the members of the Appointment Panel to work with officers and the recruitment consultants to define the role, remuneration and recruitment timelines.