

Greater Manchester Combined Authority

Date: Friday 26 January 2024
Subject: TfGM Senior appointments
Report of: Eamonn Boylan, Chief Executive GMCA and TfGM

Purpose of Report:

To seek approval to recruit to the role of Chief Network Officer, TfGM, which will be a member of the Executive of TfGM; and to appoint to the role of TfGM Managing Director, on an interim basis, in line with the proposals agreed by the GMCA Resources Committee in relation to the recruitment of a Group Chief Executive Officer (CEO) for GMCA.

Recommendations:

The GMCA is requested to:

- Note and approve the disestablishment of the role of TfGM Chief Operating Officer and the creation of and recruitment to a new role of TfGM Chief Network Officer;
- Authorise the commencement of a recruitment process of the TfGM Chief Network Officer;
- Approve the use of a recruitment executive search agency to provide independent support to the process;
- Approve the appointment of Steve Warrener as Interim Managing Director, in addition to his substantive role of Finance and Corporate Services Director, pending further discussions with the incoming Group CEO;
- Approve the appointment of the role of Chief Network Officer as a member of the TfGM Executive to replace the Chief Operating Officer and retain the Finance and Corporate Services Director as a member of TfGM Executive in the renamed joint role of Interim Managing Director/Finance and Corporate Services Director; and
- Note that the Director General has been consulted on the content of this report.

Contact Officers

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Equalities Impact, Carbon and Sustainability Assessment:

N/A

Risk Management

N/A

Legal Considerations

The SELNEC (The South East Lancashire and North East Cheshire Passenger Transport Area (Designation) Order 1969)) is the establishment order of the former Greater Manchester Passenger Transport Executive (now TfGM) and stipulates the statutory appointments for the Executive Board. TfGM must have in place a Director General and an Executive of not less than two nor more than eight other members to be appointed by the Authority after consultation with the Director General. The current members of the Executive are the Finance and Corporate Service Director, the Chief Operating Officer, the GMCA Treasurer and 3 Non-Executive Directors, as last reported to the GMCA in November 2022.

Under the GMCA Constitution, the function of appointing those statutory directors is reserved to the GMCA.

It is proposed that the Chief Network Officer replaces the Chief Operating Officer as a member of the Executive and the Finance and Corporate Services Director continues with his appointment as a member of the Executive in the joint role of Interim Managing Director/Finance and Corporate Services Director.

Financial Consequences – Revenue

No unbudgeted financial consequences.

Financial Consequences – Capital

N/A

Number of attachments to the report: 0

Comments/recommendations from Overview & Scrutiny Committee

N/A

Background Papers

N/A

Tracking/ Process

Does this report relate to a major strategic decision, as set out in the GMCA Constitution?

No

Exemption from call in

Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?

No

1. Chief Network Officer, TfGM

Background

- 1.1. Following the departure of the incumbent Chief Operating Officer (COO), the COO role and an interim Head of Operations role is proposed to be disestablished and replaced with a Chief Network Officer (CNO).
- 1.2. The CNO role is required to reflect the ambitions of and to ensure the delivery of the Bee Network – a high-quality, safe, efficient, effective and significantly, integrated transport services and infrastructure.
- 1.3. The CNO role will provide a clear focus within TfGM for developing, delivering and overseeing Bee Network services and infrastructure, through a period of ongoing change.

Proposals

- 1.4. It is proposed to undertake an external (and internal) recruitment exercise to appoint to the CNO role on a permanent basis.
- 1.5. Whilst noting that the ongoing work to develop a future Target Operating Model (TOM) for TfGM may result in some amendments to the scope and specifics of the Chief Network Officer role, a new role is required to provide a single point of accountability within TfGM across Bee Network services and infrastructure.
- 1.6. Due to the scope and scale of the role and the likely candidate pool available, it is recommended that the Combined Authority agree to the appointment of an executive search partner to support the recruitment and selection process.
- 1.7. It is proposed that an Appointment Panel including the GMCA and TfGM Chief Executive; the TfGM Interim Managing Director/Finance and Corporate Services Director; the TfGM People Director; and a representative of the TfGM Non-Executive Directors be appointed to oversee the recruitment process and to subsequently report on the outcome of the process to GMCA.
- 1.8. The ongoing, annual (salary and on cost) net cost savings from disestablishing the Chief Operating Officer role and Interim Head of Operations roles and subsequently appointing to a Chief Network Officer role are forecast to be between £260,000 to £300,000, based on a salary range for the Chief Network Officer role of between £170,000 to £200,000.

2. Managing Director, TfGM

Background

- 2.1. As members will be aware, on 16th October 2023, the current Joint GMCA & TfGM CEO, Eamonn Boylan, notified the GMCA of his intention to retire from May 2024. The report to the GMCA Resources Committee on 27 October 2023 set out a series of options for the future, namely:
 - 2.1.1. Maintain the status quo and seek a like for like replacement, providing direct leadership to both organisations;
 - 2.1.2. Revert to pre 2019 position and seek to recruit 2 separate roles of CEO;
 - 2.1.3. 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.
- 2.2. It was determined to progress with option 3.

Proposals

- 2.3. It is proposed to formalise the appointment to the Managing Director role within the senior structure of TfGM on an interim basis, pending further discussions with the incoming Group CEO.
- 2.4. The TfGM Finance and Corporate Services Director will also become the Interim Managing Director and take on the responsibility for the management of TfGM's senior leadership team on a day-to-day basis, with immediate effect.
- 2.5. It is proposed to appoint Steve Warrener into the Managing Director (MD) role on an interim basis in addition to his substantive role of Finance and Corporate Services Director. He has 16+ years of experience with TfGM (and its predecessors) and has, effectively, been carrying out the joint role of Managing Director and Finance and Corporate Services Director (FCSD) on behalf of the joint Chief Executive, since 2021.
- 2.6. The Deputy Finance Director (DFD) will, on the same interim basis, take on all of the day-to-day financial management for the organisation.
- 2.7. The interim Managing Director/Finance and Corporate Services Director will, however, retain ultimate accountability for the finances of the organisation.