



REPORT TO: Council
LEAD OFFICER: Executive Director

19 July 2018

Appointment of Directors to South Cambs Limited, trading as Ermine Street Housing (Company No. 08336413) and Shire Homes Lettings Limited (Company No. 10718044)

Purpose

1. To nominate replacement directors to the Council's two companies to replace the current incumbent, the Director of Housing, who leaves the Council on 20 July 2018.
2. This is not a key decision but it has been brought to Council to recognise the changes to the relevant delegations to the new incumbents.

Recommendations

3. That Council nominates
 - (a) Mike Hill, Director of Health and Environmental Services, to serve as Director of South Cambs Limited in an Executive capacity; and
 - (b) Heather Wood, Head of Housing Advice and Options, to serve as Director of Shire Homes Lettings Limited in an Executive capacity.
4. That the relevant current delegations of authority to the Director of Housing in these regards pass to the above named post holders.
5. That Stephen Hills be nominated to serve as a non-Executive Director of South Cambs Limited.

Reasons for Recommendations

6. The nominations have been proposed to allow the Council's two companies to continue to fulfil their approved business plans within a strong corporate governance framework.

Background

7. South Cambs Limited currently has a Board of Directors consisting of the Director of Housing and the Executive Director both of whom act in an executive capacity. They are supported currently by 4 non-Executive Directors consisting two Councillors (John Batchelor and Ian Sollom) and two externally recruited non-Executive Directors (Sali Brown and Tony Osborne).
8. The Council also owns Ermine Street Housing Ltd. This is a dormant company set up to protect the trading name of South Cambs Ltd; no appointments are required at this stage.

9. Shire Homes Lettings Limited, operates within a much more Council function related business plan and has a Board of Directors consisting of the Director of Housing and the Executive Director both of whom act in an executive capacity. There are no non-Executive Directors serving currently.

Considerations

10. The two companies must appoint a replacement Executive Director to enable them to fulfil their business plans within their approved decision making frameworks so providing appropriate separation of duties.
11. It has been proposed that South Cambs Limited be invited to appoint Stephen Hills as a non-executive Director to provide continuity in the development and fulfilment of the Company's Business Plans.

Options

12. The appointment of replacement Directors is technically a function of the Board of each company. The decision of Council in this regard though will provide a helpful steer to those Boards in finalising the appointments.
13. Council could nominate alternative candidates and / or additional nominees but it is the view of the report author that the nominated candidates provide the necessary skills and seniority to fulfil the functions required of them in these roles.

Implications

14. In the writing of this report, taking into account financial, legal, staffing, risk management, equality and diversity, climate change, community safety and any other key issues, the following implications have been considered: -

Staffing

15. The appointments will provide the required cover for the relevant decision making frameworks and provide development opportunities for the individuals concerned while the Council finalises its deliberations on filling the substantive vacant post. It is envisaged that the Council will request the two companies to review the appointments to their Boards at the point the Council fills its vacant post Director post.
16. The recommended nominees have indicated their willingness to undertake the roles and will receive tailored support to allow them to undertake them in a successful manner.
17. No other significant implications have been identified.

Background Papers

No background papers have been identified by the report author.

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