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PARAGRAPHS 1 AND 2 OF SCHEDULE 12A
LOCAL GOVERNMENT ACT 1972

AGENDA ITEM 10
REPORT TO THE TEES VALLEY
COMBINED AUTHORITY CABINET

15TH DECEMBER 2023

REPORT OF GROUP CHIEF EXECUTIVE

DIRECTOR APPOINTMENT

SUMMARY

Further to the requirements of the s113 of the TVCA Constitution, it is required that any appointment of a Director, reporting to the Group Chief Executive must be confirmed by TVCA Cabinet. This report seeks approval for the re-grade of Assistant Director of Infrastructure post to Director grade.

This proposal does not seek to directly increase headcount, rather to re-grade an existing post to reflect the level of responsibility and budget accountability in the post given the expansion of the Transport portfolio to include Infrastructure and Project Development as well as its significant increase in budgetary responsibility in light of the current and anticipated level of transport spend.

RECOMMENDATIONS

It is recommended that the Combined Authority Cabinet:

- i. approves the re-grade of the Assistant Director of Infrastructure to Director and as a result promotes Tom Bryant to Director grade.

DETAIL

1. A restructure earlier in the year expanded the responsibility of the Assistant Director of Infrastructure to incorporate the Combined Authority's investment in Digital Infrastructure as well as taking responsibility for Project Development across the organisation.
2. In addition to this, the increase in the responsibility and budgetary accountability of this post has increased significantly as a result of the introduction of CRSTS1 and the recently announced CRSTS2.

3. TVCA has an indicative allocation of £978m for CRSTS2 over the period 2027/28 to 2031/32. CRSTS1 also included the consolidated highways funding that is passported to local authorities. However, government recently announced an additional minimum £100.1m of highways maintenance funding for TVCA between 2023/24 – 2033/34.
4. It needs to be emphasised that the indicative CRSTS2 allocation is over three times bigger than the current CRSTS1 allocation, which in itself is more than three times the allocation provided in the previous transport settlement and will require an appropriate level of resource to ensure delivery. Furthermore, the lead in time and level of work required to develop a programme of that scale that can start to deliver in 2027/28 is significant.
5. This represents a significant increase in responsibility and budget accountability for TVCA, for the officer that is accountable for this and the wider transport team. The team will need to be expanded both in terms of officer numbers and support from consultants to do the work required to develop, plan and deliver the necessary projects.
6. The allocation comes with revenue funding sufficient to fund the required resources without resort to TVCA core costs budget and as a result will be self-financing.
7. This level of responsibility and accountability will require a director level post to lead it. There remains the option to create an additional Director post in addition to the current Assistant Director role but, given the work that Tom Bryant has already done in developing and leading the Transport team, working with Local Authorities and other stakeholders, it is considered that re-grading his current post and allowing him to continue and develop in this key leadership role is the best value for money solution for TVCA.
8. If appointed, Tom will work up a new team structure within the allocation permitted in CRSTS annually to ensure that TVCA has the resources to deliver on this key programme.
9. The final stage in the process is to seek formal approval of the appointments from the TVCA Cabinet in line with the requirements as set out in the Combined Authority Constitution.

FINANCIAL IMPLICATIONS

10. All costs associated with the appointment process and with the ongoing employment will be covered in the TVCA Medium Term Financial Plan funded from the CRSTS1 resources allocation.

LEGAL IMPLICATIONS

11. There are no specific legal implications of this decision.

RISK ASSESSMENT

12. This appointment is categorised as low to medium risk. Existing management systems and daily routine activities are sufficient to control and reduce risk.



CONSULTATION & COMMUNICATION

13. The proposal for this appointment has been discussed in advance with Local Authority Chief Executives

EQUALITY & DIVERSITY

14. There are no adverse equality or diversity implications of this appointment.

Name of Contact Officer: Julie Gilhespie
Post Title: Group Chief Executive
Email Address: Julie.gilhespie@teesvalley-ca.gov.uk