

REPORT TO: SHAREHOLDER SUB COMMITTEE

DATE: 29 SEPTEMBER 2020

TITLE: PROPOSALS FOR THE CONTINUING APPOINTMENT OF HTS GROUP LTD MANAGING DIRECTOR

LEAD OFFICER: BRIAN KEANE, CHIEF EXECUTIVE
(01279) 446004

RECOMMENDED that the Sub Committee ratifies:

- A** The decision of HTS Group Board to appoint the Managing Director of HTS (Property and Environment) Ltd and HTS (Housing and Regeneration) Ltd to the role of Managing Director HTS Group Ltd.
- B** That the term of this appointment is to be extended until 31 January 2027 based upon no changes to the Terms and Conditions of employment or current remuneration.

BACKGROUND

1. The initial contract period for HTS (Property and Environment) Ltd (HTS (P and E)) runs for 5 years and concludes on 31 January 2022. A formal best value review of the contract extended the term for a further five years until 31 January 2027. HTS (Housing and Regeneration) Ltd (HTS (H and R) Ltd) was included as an additional subsidiary company within the Group structure in June 2020.
2. The role of the existing Managing Director of HTS (P and E) and HTS (H and R) has been key in moving the business across from the previous third party arrangements into what the companies represent now. The Managing Director of HTS (P and E) and HTS (H and R) has indicated their willingness to take up the role of Managing Director HTS Group Ltd to ensure the Group is well placed to deliver the further five years of success delivered by HTS (P and E) and to deliver the objectives of HTS (H and R), along with any further subsidiary companies that may be formed in the period.

ISSUES/PROPOSALS

3. The Board did have choices and could if they wished, allow the contract of the Managing Director of HTS (P and E) to conclude in January 2022 and look to recruit to the role. This will though be undertaken at a time when continuity and historical knowledge will be essential factors in ensuring that the extended contract for HTS (P and E) continues to be successfully delivered and a smooth transition into the new phase of the organisation by the addition of HTS (H and

R) and any other subsidiary companies is achieved thus avoiding significant additional costs being incurred to recruit key people at this level.

4. The Managing Director's remuneration arrangements are built into their current contract. The current post holder has indicated that they are content for this arrangement to remain unchanged, with no changes to the Terms and Conditions of employment or current remuneration, should the revised additional responsibilities and contract extension to 31 January 2027 be offered.

IMPLICATIONS

Environment and Planning (Includes Sustainability)

None specific.

Author: Andrew Bramidge, Head of Environment and Planning

Finance (Includes ICT, and Property and Facilities)

None specific

Author: Simon Freeman, Head of Finance and Property and Deputy to the Chief Executive

Housing

None specific.

Author: Andrew Murray, Head of Housing

Community Wellbeing (Includes Equalities and Social Inclusion)

None specific.

Author: Jane Greer, Head of Community Wellbeing

Governance (Includes HR)

To comply with the Company's Scheme of Delegation the decision of the Board in such matters relating to contract variations of senior Board posts, is subject to ratification by the Shareholder.

Author: Simon Hill, Head of Governance

Appendices

None.

Background Papers

None.

Glossary of terms/abbreviations used

HTS (H and R) – HTS (Housing and Regeneration) Ltd

HTS (P and E) – HTS (Property and Environment) Ltd