



## OFFICER DECISION RECORD

This form should be used to record Executive decisions taken by Officers

<b>Decision Ref. No:</b>			
<b>Service Area:</b>	Executive	<b>Date</b>	23 December 2024
<b>Contact Name:</b>	Graham Farrant, Chief Executive		
<b>E-mail:</b>	Graham.farrant@bcpcouncil.gov.uk		
<b>Subject:</b>	Tricuro executive Director appointments		
<b>Decision taken:</b>			
<p>To appoint following a recruitment process to the three executive Director vacancies which Tricuro Ltd has on its Board on a permanent basis – Chair, Chief Executive and Director of Finance following an executive search conducted by Gatenby Sanderson as detailed in <b>Appendix 1</b>.</p>			
<b>Reasons for the decision:</b>			
<p>Tricuro has had interim arrangements in place for some time now at Chair, Chief Executive and Finance Director roles. Those appointments are not sustainable for different reasons – Chair because the interim chair stepped up only on a short term basis and is keen to hand over the role as soon as possible; Chief Executive because the postholder is appointed via agency arrangements at significant cost to Tricuro and it will be value for money to fill the post on a permanent basis as soon as possible; Finance Director because the interim postholder is carrying out the role on temporary promotion. They applied for the permanent position but were unsuccessful at the technical interview and it is therefore urgent to proceed with a permanent appointment.</p> <p>The successful candidates are available early in the new year, and if the appointments can be ratified before Christmas, all three appointees will be able to join Tricuro ahead of the first Board meeting of the new year on 22 January:</p> <ul style="list-style-type: none"> <li>○ For the Chair, this is a portfolio role and they have already made themselves available informally to take part in the Chief Executive panel.</li> <li>○ The Chief Executive successful candidate is between roles at the moment and could start in w/c 20 January</li> <li>○ The Finance Director is an interim role but subject to giving notice could also start on in w/c 20 January. If his appointment was not ratified until January Cabinet, his notice and therefore start date would be delayed.</li> </ul>			
<b>Options:</b>			

1. Continue with interim arrangements.  
This is not suitable as set out above.

2. Appoint three new Directors on a permanent basis.  
This is the recommended action following an open recruitment and selection process, for all three posts.

**Consultations undertaken:**

**See Appendix 1**

**Finance and Resourcing Implications:**

Remuneration of Directors is reserved to the Shareholder under the Council's governance framework. Verbal offers have been made to successful candidates as follows:

- Chair - £10,000
- Chief Executive - £120,000
- Finance Director – £110,000

These are all existing posts in Tricuro's structure and salaries are affordable in line with the business plan. The Chief Executive permanent salary is a saving compared to interim costs.

**Name:** Adam Richens

**Date:** 31/12/24

**Signature (of Chief Finance Officer):** 

**Legal Implications:**

This decision is taken in accordance with Part 3 (Responsibility for Functions), Delegations to Chief Officers, line 68 in the revised Constitution. This decision will be reported to Council at the next available meeting (February 2025).

This is not a key decision.

The Council's Shareholder Advisory Board received details of the appointment process and these proposed appointments at its meeting on 16 December 2024 and following consideration of the information placed before it, approved all three appointments,

**Name:** Janie Berry

**Date:** 27 December 2024

**Signature (of Monitoring Officer):** 

**HR Implications:**

These are Board appointments to Tricuro Ltd, they are not employees of BCP Council.

**Name:**

**Date:**

**Risk Assessment:**

None.

Name:

Date:

Signature (of Officer Completing Assessment):

**Impact Assessments:**

A wide-ranging search was carried out for the roles. Candidates were invited to complete an equalities survey by Gatenby and diversity information was provided at each stage in the recruitment process.

**Information for publication / not for publication**

**Background Papers**

**Appendix 1 – Tricuro Search Summary**

Any declaration of interest by the Officer responsible for the decision	Nature of Interest
No	N/A

**Note:**

Any conflict of interest declared	Name of Cabinet Member	Nature of interest	Details of any dispensation granted by the Monitoring Officer
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by a Cabinet Member who is consulted by the Officer taking the decision			
N/A			

**Decision taken by: (print name and designation)**

**Signature:**  **Date of Decision: 27 December 2024**

**Date Decision Effective:**

**Date of Publication of record of decision: (to be inserted by Democratic Services)**

**Note: A record of this decision should be kept by the Service Area within which the decision falls.**