



Report to:	West Yorkshire Combined Authority
Date:	14 March 2024
Subject:	Corporate Delegations
Director:	Ben Still, Chief Executive
Author:	Caroline Allen, Deputy Director Legal, Governance & Compliance

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

1. Purpose of this Report

- 1.1 To consider a recommendation that a time limited authority is delegated to the Chief Executive, to allow for the creation or amendment of director level roles and to progress to make appointments to these roles following the outcome of the respective recruitment processes. Such authority to be exercised in consultation with the Mayor and only following engagement with Combined Authority members, to enable the Chief Executive to ensure appropriate senior resource is in place to deliver the Authority's priorities.

2. Information

Background

- 2.1 There are large programmes of work referenced in today's meeting, including within the Transport function of the Combined Authority which currently has one vacancy at director level and two further interim directors in place. There is an anticipation that there will be a requirement to recruit to permanent roles at director level and/or revise the current senior structure to ensure this is best placed to progress the Authority's priorities. This needs to progress at pace, and to commence in advance of the next meeting of the Combined Authority in June.

2.2 The appointment of directors is a function currently reserved to the Combined Authority and therefore to enable any recruitment to proceed, authority is sought for the Chief Executive in consultation with the Mayor, to progress during the period between Combined Authority meetings.

3. Tackling the Climate Emergency Implications

3.1 There are no climate emergency implications directly arising from this report.

4. Inclusive Growth Implications

4.1 There are no inclusive growth implications directly arising from this report.

5. Equality and Diversity Implications

5.1 There is potential for the Combined Authority to be able to improve our EDI workforce profile in any recruitment process. As an organisation we are seeking to continue the progress we have made towards being broadly representative of the people we are serving. This improvement can be seen in our workforce statistics over the last few years, but we have identified areas for improvement – particularly at the more senior grades. These include ensuring that we continue to narrow the gender and ethnicity pay gaps by increasing the number of women and people from ethnic minority backgrounds at the more senior levels of the organisation.

6. Financial Implications

6.1 The funding for the posts will be managed within agreed budgets.

7. Legal Implications

7.1 As referred to in this report and set out at section 2.2 of Part 3 (Responsibilities and Functions) of the Constitution of the Combined Authority, the appointment of directors is reserved to the Combined Authority.

7.2 In accordance with the voting arrangements of the Combined Authority, all Combined Authority members may vote on this item with the exception of the Non-Constituent Council Combined Authority Member.

8. Staffing Implications

8.1 There may be changes to the current senior director structure as a consequence of any recruitment activity which could impact on reporting lines, which would be worked through and considered in accordance with current practice.

9. External Consultees

9.1 No external consultations have been undertaken.



10. Recommendations

- 10.1 That the Combined Authority authorises the Chief Executive, in consultation with the Mayor and following engagement with Combined Authority members, to make changes to the senior officer structure at director level, including creating or revising roles (should this be required), and subsequently to make appointments to those roles following the outcome of the respective recruitment processes. Such delegation to be time limited to enable activity to continue up until the next meeting of the Combined Authority on 20 June 2024.

11. Background Documents

There are no background documents referenced in this report.

12. Appendices

None.