

Cabinet

Date: **Tuesday 3 May 2022**

Time: **10:00am**

Venue: **Council Chamber, County Hall, Martineau Lane,
Norwich NR1 2DH**

SUPPLEMENTARY A g e n d a

Advice for members of the public:

This meeting will be held in public and in person.

This meeting will be held in public and in person. It will be live streamed on YouTube and, in view of Covid-19 guidelines, we would encourage members of the public to watch remotely by clicking on the following link: https://www.youtube.com/channel/UCdyUrFjYNPfpq5psa-LFIJA/videos?view=2&live_view=502

However, if you wish to attend in person it would be most helpful if, on this occasion, you could indicate in advance that it is your intention to do so. This can be done by emailing committees@norfolk.gov.uk where we will ask you to provide your name, address and details of how we can contact you (in the event of a Covid-19 outbreak). Please note that public seating will be limited.

As you will be aware, the Government is moving away from COVID-19 restrictions and towards living with COVID-19, just as we live with other respiratory infections. To ensure that the meeting is safe we are asking everyone attending to practise good public health and safety behaviours (practising good hand and respiratory hygiene, including wearing face coverings in busy areas at times of high prevalence) and to stay at home when they need to (if they have tested positive for COVID 19; if they have symptoms of a respiratory infection; if they are a close contact of a positive COVID 19 case). This will help make the event safe for all those attending and limit the transmission of respiratory infections including COVID-19.

5. To receive any items of business which the Chair decides should be considered as a matter of urgency:

- **Shareholder approval of appointment of Norse group Ltd Chief Executive Officer**

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Report by the Executive Director of Finance and Commercial Services

Tom McCabe
Head of Paid Service

County Hall
Martineau Lane
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Cabinet

Item No: 5

Report Title: Shareholder approval of appointment of Norse group Ltd Chief Executive Officer

Date of Meeting: 3 May 2022

Responsible Cabinet Member: Cllr Greg Peck (Cabinet Member for Commercial Services & Asset Management)

Responsible Director: Simon George, Executive Director of Finance & Commercial Services

Is this a Key Decision? No

If this is a Key Decision, date added to the Forward Plan of Key Decisions: N/A

Executive Summary / Introduction from Cabinet Member

There is a vacancy for a Chief Executive Officer of Norse Group Ltd. Following a recruitment process carried out by the Council and the Company, it is intended to offer the position to Justin Galliford, who is currently carrying out the role on an interim basis. The company needs the approval of the Council, as shareholder, to confirm the offer.

Recommendations:

- 1. To give approval as shareholder to Norse Group Ltd to appoint Justin Galliford as Chief Executive Officer and as a Director of the Company.**

1. Background and Purpose

The Chief Executive Officer role at Norse Group Ltd has been vacant since the end of 2021 and has been filled on an interim basis.

An external recruitment process was carried out, involving officers and members of Norfolk County Council and Directors of Norse Group Ltd. The outcome is that it is intended to offer the position to Justin Galliford, who is currently filling the role on an interim basis.

The Articles of Association of Norse Group Ltd provide at para 7.1 that Norfolk County Council shall appoint all Directors. Norfolk County Council managed the recruitment process and wishes to appoint Justin Galliford. It is intended that he shall be an employee and Director of Norse Group Ltd.

According to the Council's Constitution at App 15 Financial Regulations, para 5.10.1 the responsibility for taking decisions as a shareholder of the Council's wholly owned companies is a Cabinet decision. This decision is intended to give the Council's approval to Norse Group Ltd to employ Mr Galliford as Chief Executive Officer.

2. Proposal

As set out in section 1 above and the recommendations

3. Impact of the Proposal

The proposal will allow Norse Group Ltd to complete the employment process.

4. Evidence and Reasons for Decision

There is a need to fill the vacant role.

5. Alternative Options

As an alternative, Cabinet could determine not to approve this appointment, which would leave the company without a permanently appointed Chief Executive Officer.

6. Financial Implications

6.1 None, beyond the salary and other costs of employment, which are already provided for by the Company.

7. Resource Implications

7.1 **Staff:** None

7.2 **Property:** None

7.3 **IT:** None

Other Implications

8.1 Legal Implications: None

8.2 Human Rights Implications: None

8.3 Equality Impact Assessment (EqIA) (this must be included): N/A

8.4 Data Protection Impact Assessments (DPIA): N/A

8.5 Health and Safety implications (where appropriate): N/A

8.6 Sustainability implications (where appropriate): None

8.7 Any Other Implications: None

8. Risk Implications / Assessment

9.1 None

9. Select Committee Comments: N/A

10. Recommendations

10.1 To give approval as shareholder to Norse Group Ltd to appoint Justin Galliford as Chief Executive Officer and as a Director of the Company.

12. Background Papers

12.1 None

Officer Contact

If you have any questions about matters contained within this paper, please get in touch with:

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