

EAST LONDON WASTE AUTHORITY

7 FEBRUARY 2011

MANAGING DIRECTOR'S REPORT

GOVERNANCE ARRANGEMENTS - CHAIRMAN SUCCESSION PLAN	FOR APPROVAL
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1 Purpose

- 1.1 To consider a proposal to adopt a formal succession plan for the positions of chairman and vice-chairman of ELWA and the 'A' Director of ELWA Ltd.

2 Background

- 2.1 The constitution of ELWA (Section 4) specifies the appointment procedure for the chairman and vice-chairman of the authority. Each position is agreed at the annual meeting of the authority and appointees are eligible for re-appointment for one additional year, i.e. the term of office for each appointment may be for a maximum of two years.
- 2.2 In addition to the positions of chairman and vice-chairman, an authority member is appointed annually to the position of 'A' director on the board of ELWA Limited.
- 2.3 Members considered a succession planning protocol at the workshop held in the summer of 2010. However, a decision was not taken at that time. This paper proposes such a protocol for adoption by the authority.

3 Proposal

- 3.1 The three positions may be seen as representing a natural progression, in terms of the knowledge required and responsibilities associated with each role. The role of vice-chairman is to support the chairman in leading the decision-making process of the authority. Progression to the role of chairman would be the best use of the knowledge and experience gained as vice-chairman.
- 3.2 Currently, there is no link between the chairmanship roles and that of the 'A' director. However, this directorship represents the interests of the authority on the board of ELWA Limited. These interests may best be served by the outgoing chairman of the authority, as this person will have gained four years knowledge and experience in positions of responsibility with the authority and should be most in touch with current contractual issues.
- 3.3 The constitution states the chairman and vice-chairman should not be members of the same constituent borough. Currently, the 'A' director is from a different constituent borough to those of the chairman and vice-chairman. Maintaining this separation will ensure that, at any one time, only one borough does not have a member holding a position of responsibility within the authority.

3.4 The following template details the proposed rotation and succession of these three roles:

Year	ELWA Vice-Chairman	ELWA Chairman	ELWA Ltd 'A' Director
2010-2011	Barking & Dagenham	Havering	Newham
2011-2012	Barking & Dagenham	Havering	Newham
2012-2013	Redbridge	Barking & Dagenham	Havering
2013-2014	Redbridge	Barking & Dagenham	Havering
2014-2015	Newham	Redbridge	Barking & Dagenham
2015-2016	Newham	Redbridge	Barking & Dagenham
2016-2017	Havering	Newham	Redbridge
2017-2018	Havering	Newham	Redbridge
2018-2019	Barking & Dagenham	Havering	Newham
2019-2020	Barking & Dagenham	Havering	Newham

3.5 These arrangements are, of course, subject to any changes in authority members as a result of borough appointments.

4 Recommendations

4.1 Members are recommended to:

- a) consider and agree the proposal to be presented to the Authority at the meeting on 7th February 2011.

Paul Taylor
MANAGING DIRECTOR

Appendices	
None	
Background Papers	
None	