

Acquisition of Surestaff Recruitment

Adrian Selby, West Lindsey District Council

Chris Harper, Bevan Brittan

Background

- 448 square miles
- Rural authority
- Entrepreneurial Council



Agency staff

- APSE award winning
- £240k spend pa mainly on garden waste temp staff
- Reliant on one agency
- Options-go to procurement/Surestaff/Surestaff + commercial/In house provision
- BC proposed buying Surestaff



Challenges

- First real commercial venture
- Member opposition-buying goodwill
- Focus on non-cashable savings and social benefits
- Board and Member approval



Bevan Brittan: a legal view

- A “best of both” structure – Teckal services and trading
- Group holding company
- Group-wide governance protocol through shareholder agreement / standardised articles
- Resourcing and finance

Bevan Brittan: a legal view

- Benefits:
 - Greater focus on business cases in future
 - Demonstrable control for Teckal and other purposes
 - Simple mechanism for adding and resourcing new subsidiaries

Outcomes

- Surestaff now three years old
- Avoids costs-est £120k per year
- Commercial element-breaks even
- Review as Ops change

Impact

- Gave Members confidence
- BC Company
- Option in all BC's
- £15m rental portfolio
- Own hotel, 2 x factory, gym, shop
- Crematorium
- Chargeable garden waste
- Commercial waste

Questions