



Report to the Executive Board

28 November 2025

Report of the Chief Executive Officer (Head of Paid Service) and Mayor Luke Campbell

Report Status:

This item is not exempt

This is a key decision.

1. Purpose of the Report and Summary

1.1 For the Combined Authority to fulfil its functions, it requires a permanent structure with directly employed staff.

1.2 This report describes the process undertaken to develop the structure and the final recommendation for the Board to agree.

2. Recommendations

2.1 It is recommended that the Executive Board:

- 1) note the content of this paper and make comment on its content to enable the Combined Authority to begin recruitment to its substantive structures
- 2) approve the structure for Executive and Director level posts
- 3) authorise the Chief Executive / Head of Paid Service to convene the Employment Panel, make appointments to the Panel as per the agreed Terms of Reference and proceed with the recruitment of Executive and Director posts
- 4) the Executive Board delegate the authority to approve and recruit posts below the Executive and Director level to the Chief Executive / Head of Paid Service

3. **Background and Methodology**

3.1 Throughout its initial set up stage, the Combined Authority has functioned using a combination of staff seconded from the constituent authorities and agency locums. This was an appropriate approach for the embryonic start up nature of developing the new authority. However, this is neither sustainable nor appropriate over any length of time in terms of expense and longevity.

3.2 A number of options have been considered, informal consultation has been undertaken, and views have been taken on board.

3.3 As a result of these wide-ranging discussions, the following is proposed:

A modern, accessible, resident-facing Combined Authority: a lean and efficient organisation with a flat hierarchy with positive and easy lines of interaction between departments. The proposed structure enables the Authority to be focused on strategic delivery for the residents of Hull and East Yorkshire.

A lean, value-for-money organisation

- The Mayor expects HEYCA to grow in a way that keeps the corporate centre tight, avoids duplication, and puts most investment into frontline delivery where residents will feel the impact.

A simple, understandable top structure with a clear senior tier:

- Chief Executive, Director of Finance (Deputy CEO and Section 73 Officer), Director of Legal Services (Monitoring Officer) and Director of Strategy, Devolution & Operations as the Executive Team.
- These roles will be supported by Programme Directors leading programmes of work across the Authority and Corporate functions driving the “Engine Room” of the organisation.
- There is clear demarcation between the corporate structure and the Mayoral Office structure.

Proportionate management roles

- The Mayor’s expectation is that HEYCA keeps the organisation affordable and agile as it develops by using appropriate and transparent job evaluation processes.

Joined-up working across all portfolios

- The Mayor wants to avoid silo-thinking, with Strategy, Devolution & Operations providing alignment and the PMO supporting delivery discipline. The Chief Executive Officer will shape how this works in practice.

Good governance and proper assurance

- The Mayor is committed to transparency and expects the functions of scrutiny, information rights, procurement and commercial assurance to sit with the appropriate statutory officers, with clear separation of duties.
- The Mayor expects HEYCA to be welcoming, easy to navigate and public-facing, with professional front-of-house support, strong communications and responsive casework.

4. **Issues for Consideration**

4.1 Current programme leads are being consulted with, alongside other expertise within the CA team to guide the development of departmental structures. Work is already underway to develop the structures beneath and recruitment activity at a more junior level has begun.

4.2 All job roles will subject to full job evaluation and resulting grades and salaries will be in line with these principles to ensure fairness, transparency and that all posts meet the requirements for equal pay for equal value.

5. **Options and Risk Assessment**

5.1 Previous options were produced, costed and consulted on.

5.2 The final structure, following those consultation processes is attached.

6. **Human Resources Advice and Implications**

5.3 A clear and transparent structure which lays out hierarchies, responsibilities and portfolios is essential to the effective running of the CA and allows it to deliver its functions efficiently to the people it serves. This option partially delivers on that need and alongside the Pay and Grading Framework allows for quality recruitment to essential posts fairly and quickly. Some future development may be necessary and will be brought before the Board as and when required.

6. **Equalities Advice and Implications**

6.1 Recruitment to the posts will be undertaken according to employment legislation and will ensure that the best people for the roles are appointed in a non-discriminatory fashion.

7. **Legal Implications and Statutory Officer Comments**

7.1 Employment of a direct workforce will give security to individuals and better enable the CA to fulfil its statutory responsibilities.

7.2 It is likely as the CA grows that additional senior and / or specialist subject matter expert posts will become necessary.

8. **Financial Implications and Statutory Officer comments**

8.1 All executive level structures have been indicatively costed and are affordable within the budget envelope.

Indicative Costings

Post	Grade	Budgeted Grade Point	Budgeted Salary	Budgeted NI	Budgeted Superannuation	Budgeted Pay Total
Chief Executive	8	31	£ 150,000	£ 21,750	£ 30,000	£ 201,750
Director of Legal Officer (Monitoring Officer)	8	31	£ 150,000	£ 21,750	£ 30,000	£ 201,750
Director of Finance (Deputy CEO & Section 73 Officer)	8	31	£ 150,000	£ 21,750	£ 30,000	£ 201,750
Director of Corporate Services	7	26	£ 110,000	£ 15,750	£ 22,000	£ 147,750
Director of Strategy, Devolution & Operations	8	31	£ 150,000	£ 21,750	£ 30,000	£ 201,750
Director of Transport & Connectivity	7	26	£ 110,000	£ 15,750	£ 22,000	£ 147,750
Director of Employment, Skills & Healthy Communities	7	26	£ 110,000	£ 15,750	£ 22,000	£ 147,750
Director of Housing & Regeneration	7	26	£ 110,000	£ 15,750	£ 22,000	£ 147,750
Director of Economy & Investment	7	26	£ 110,000	£ 15,750	£ 22,000	£ 147,750
			£ 1,150,000	£ 165,750	£ 230,000	£ 1,545,750

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Officer Interests:

None

Appendices:

Proposed HEYCA Mayoral Organisational Structure (Top line) November 2025

Background Documents:

HEYCA Pay and Grading Framework