



**Corporate Policy and
Resources**

Thursday, 13 November 2025

Subject: Surestaff/WLDC Staffing Services - Governance Changes

Report by:

Director of Planning, Regeneration &
Communities

Contact Officer:

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Purpose / Summary:

To approve changes to a WLDC Staff role within
Surestaff/WLDC Staffing Services.

RECOMMENDATION(S):

- Approve Mrs Sue Leversedge becoming the Company Secretary for Surestaff, WLDC Staffing Services and West Lindsey Trading Ltd

IMPLICATIONS

Legal: None for this report

(N.B. Where there are legal implications the report **MUST** be seen by the MO)

Financial :

FIN REF/106/26/MT/CC

There are no financial implications arising from this report.

Staffing: None for this report

Equality and Diversity including Human Rights: No implications from this report

Data Protection Implications: All data held by Surestaff is treated in line with the Company's Data Protection policies and procedures which are aligned to those of the Council

Climate Related Risks and Opportunities: The Surestaff Mission Statement of 'local jobs for local people' aligns with the aims of the Councils environmental aspirations by seeking to reduce commuter mileage.

Section 17 Crime and Disorder Considerations: No implications from this report

Health Implications: No implications from this report

Title and Location of any Background Papers used in the preparation of this report:

Wherever possible please provide a hyperlink to the background paper/s

If a document is confidential and not for public viewing it should not be listed.

Risk Assessment :

None for this report

Call in and Urgency:

Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?

i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)

Yes

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No

X

Key Decision:

A matter which affects two or more wards, or has significant financial implications

Yes

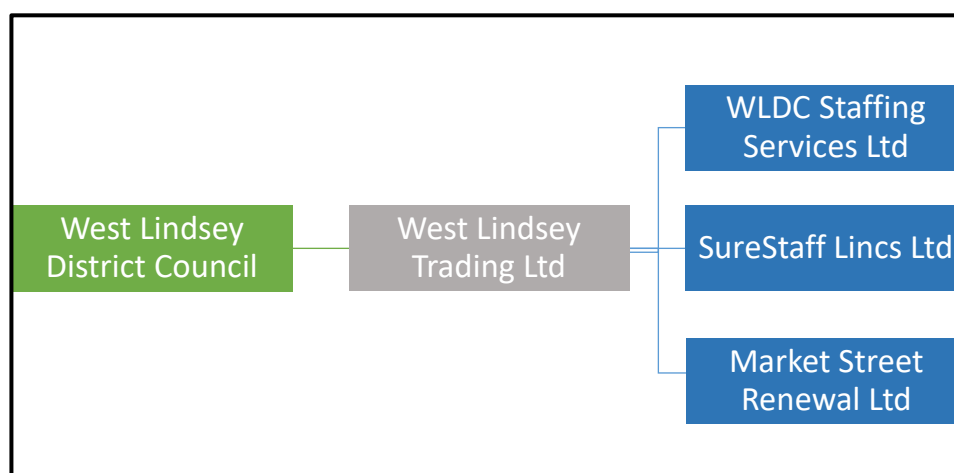
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No

X

1 Introduction

- 1.1 Surestaff is a recruitment agency which was acquired by the Council in 2016, it was subsequently split into two entities in order to trade effectively. WLDC Staffing Services is a 'Teckal Company,' this enables it to supply the Council with its short-term staffing requirements and secondly Surestaff, which is the commercial trading body. The structure of the companies is detailed in the table below;



2 Governance staff/role changes

- 2.1 West Lindsey District Council controls ownership in the companies listed above. These are managed using nominated representatives acting as Directors and carrying out the shareholder function. In practice the shareholder role is carried out by way of formal reporting to the Corporate Policy and Resources Committee.
- 2.2 The Council Directors are Mrs Sally Grindrod-Smith, Director of Planning, Regeneration and Communities and Alan Bowley Interim Director of Commercial and Operational Services. The shareholder representative is Peter Davy Director of Finance and Assets (S151 Officer) and the company secretary is Comie Campbell who has been covering this role on a temporary basis.

- 2.3 The Company Secretary role is now vacant (see **Table 1**) as Comie Campbell has resigned. It is recommended that Sue Leversedge who is the Financial Services Manager (Deputy S151 Officer) be appointed to this Company Secretary role.

Table 1

Company	Reg. No.	Date incorporated	WLDC Staff/Roles	Shareholding
WLDC Trading Ltd	10547086	Jan 2017	SGS– Director	Sole Shareholder
WLDC Staffing Services Ltd	10276205	July 2016	AB – Director PD - Shareholder Representative	
SureStaff (Lincs) Ltd	06476932	Jan 2018	CC resigned – as Company Secretary SL- Recommended as Company Secretary	

Key: -

- SGS – Sally Grindrod-Smith – Director of Planning and Regeneration, Projects and Growth
- AB – Alan Bowley - Interim Director of Commercial and Operational Services
- PD - Peter Davy - Director of Finance and Assets (S151 Officer)
- CC – Comie Campbell - resigned as Company Secretary
- SL – Sue Leversedge - Financial Services Manager (Deputy S151 Officer) – recommended as Company Secretary

3 Performance

- 3.1 Surestaff, through its mission statement seeks to ‘Provide local jobs for local people, by connecting businesses to the right candidates’. The business is proud of its community links and the economic benefits it brings to the local community. It has helped numerous candidates find temporary, and ultimately permanent, positions with local employers.
- 3.2 Whilst the Teckal Company, which provides staff to the Council, has performed well since acquisition, the commercial company struggled and regularly recorded significant losses in the early years.
- 3.3 Surestaff/WLDC Staffing services also makes an annual contribution to Director and other support service costs.

4 Summary

- 4.1 This is a prime time for Surestaff to reinforce and embed their position in the local recruitment market as a professional, reliable service for local people and local businesses.
- 4.2 Surestaff/ WLDC Staffing services continues to bring social value to the district through achieving its ambition to provide local jobs for local people. It remains profitable in its own right and contributes over £15k to back-office services.