

Questions to the TVCA Cabinet meeting 25 July, 2025

		Accept/reject?	Response
1	Were Gary Macdonald and Emma Simson being performance managed prior to their departure? If not, why were they removed from their posts? Who made the decision, who should have picked up their performance issues sooner and why weren't they picked up	Rejected	Given the possible sensitivity around the implications of the request these questions are rejected under paragraph (e) matters which concern an individual's circumstances where it would be inappropriate for details to be made public
2	Is the TVCA confident the interim Group Director of Finance & Resources and Interim Monitoring Officer will be able to exert their authority over elected members, who may be used to getting their own way, and removing people who don't comply with their wishes?	Accept	Both are experienced officers with a proven track record and they are recommended for appointment on that basis. The second part of the question though stating ' <i>...who may be used to getting their own way, and removing people who don't comply with their wishes?</i> ' is rejected as the comments fall under paragraph (i) any defamatory, frivolous, or offensive submissions
3	Please give clear, unambiguous answers to the following question: please explain clearly why Emma Simson and Gary Macdonald are no longer working at the TVCA	Rejected	Given the possible sensitivity around the implications of the request and contractual implications this question is rejected under paragraphs (e) matters which concern an individual's circumstances where it would be inappropriate for details to be made public and (g) any matter that may require the disclosure of confidential or exempt information;

4	What term is being used to record the departure of Gary Macdonald & Emma Simson? Its clearly not redundancy, its also clear its not typical resignation of an employee. It appears to be a dismissal. Please confirm the term which will be officially recorded for their departure and outline the reasons for the term used.	Accept	Emma Simson has decided to leave TVCA and her role as Group Chief Legal Officer and Monitoring Officer, with effect from 11 July 2025. Following the successful completion and publication of the 2024/25 draft accounts and the recent approval of the TVCA Improvement Plan, Gary Macdonald left the Authority on 31 July 2025 to pursue new opportunities.
5	Is this departure (whatever term is used) subject to pay off/exit package/severance payment etc and what are the costs involved? Do the Cabinet have to approve the package?	Rejected	Given the possible sensitivity around the implications of the request and contractual implications this question is rejected under paragraphs (e) matters which concern an individual's circumstances where it would be inappropriate for details to be made public and (g) any matter that may require the disclosure of confidential or exempt information;
6	"it is not felt that they (local authority officers) would have the capacity to jointly undertake these roles on behalf of the Combined Authority". Did TVCA seek the opinions of the 5 constituency local authority leaders before reaching this decision?	Accept	The report has been prepared by the TVCA Chief Executive. The report sets out alternative options considered and not recommended. It is for Cabinet to make a decision on the recommendations.
7	"The interim Director of Infrastructure is being paid the salary for this role, which is £129,103, plus £850 per month for accommodation costs". How can the TVCA justify payment of accommodation costs in addition to this salary?	Accept	The rationale is detailed in the report.
8	Could you please confirm the last day of service for Emma Simson? And also Gary Macdonald?	Accept	11 July and 31 July respectively.

