

Report to: **Extraordinary Meeting of Council**

Appointment of Interim Chief Executive and Head of Paid Service

Officer Contact: Julia Veall, Director of Workforce and Organisational Design

Date: 25th August 2021

Purpose of Report

For Council to consider the recommendation of the Appointments Committee to appoint Harry Catherall as Interim Chief Executive and Head of Paid Service whilst consideration is given to the nature of the permanent post and associated recruitment and attraction package

Recommendation

That Council considers the recommendation of the Appointments Committee to appoint Harry Catherall as Interim Chief Executive and Head of Paid Service whilst consideration is given to the nature of the permanent post and associated recruitment and attraction package.

1. Background

- 1.1 As a consequence of the Chief Executive leaving the Council on 23rd August 2021, the Appointments Committee agreed to fill the post on an interim basis whilst work is undertaken to look at the post and advertise on a permanent basis. This post also covers the statutory duties of a Head of Service and so it was important to minimise the gap between appointments. The postholder also acts as Returning Officer and Electoral Registration Officer.
- 1.2 The Committee agreed at its meeting on 6th August 2021, to seek external capacity to fulfil this role and to separate the post from that of Accountable Officer with NHS Oldham CCG in light of the significant challenges faced in both organisations over the next few months which require significant and dedicated leadership capacity.
- 1.3. The Appointments Committee of the Council met on 17th August 2021, and unanimously agreed to recommend to Council the appointment of Harry Catherall. Harry has over 40 years' experience in local government in the North West having started as an apprentice and qualified as an Accountant. He served as Chief Executive in Blackburn with Darwen Council for over 7 years and more recently St. Helens MBC and was Chief Executive at Blackburn with Darwen when they were awarded Council of the year by the Municipal Journal. References have been provided and are exemplary.

2 Next Steps

- 2.1 If approved Mr Catherall is available to start immediately

3 Financial Implications

- 3.1 The appointment of Mr Catherall to the post would incur a saving of £71k per annum (prorata'ed for a shorter period) as a consequence of a salary being agreed at £160k per annum. This means a smaller National Insurance contribution is needed and there would be no contribution to pension costs. It should be noted that the reduction in salary costs will be offset due to the loss of the contribution received from the CCG in relation to the role of Accountable Officer, as a result of the realignment of duties. Due to the size of the contribution (50% of total cost) the interim appointment increases costs to the Council by £52k. However, the overall financial impact of the interim appointment cannot be finalised until the post of Accountable Officer is determined by the CCG, depending on whether that role is filled by another member of staff who is currently jointly funded by the Council and the CCG.

4 Legal Services Comments

- 4.1 The Council is required to designate a Head of Paid Service who is usually the Chief Executive. The Head of Paid Service is required to be approved by full Council.

5 Human Resources Comments

- 5.1 The Human Resources comments are contained within the body of this paper

6 Risk Assessments

- 6.1 N/A

- 7 IT Implications**
- 7.1 N/A
- 8 Property Implications**
- 8.1 N/A
- 9 Procurement Implications**
- 9.1 N/A
- 10 Environmental and Health & Safety Implications**
- 10.1 N/A
- 11 Equality, community cohesion and crime implications**
- 11.1 N/A
- 12 Equality Impact Assessment Completed?**
- 12.1 N/A
- 13 Key Decision**
- 13.1 No
- 14 Key Decision Reference**
- 14.1 N/A
- 15 Background Papers**
- 15. <https://committees.oldham.gov.uk/ieListDocuments.aspx?CIId=574&MIId=8438&Ver=4>