

**Report to: Council**

**Appointment of Chief Executive and Head of Paid Service**

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

**Date: 16th March, 2022**

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#### **Purpose of Report**

For Council to consider the recommendation of the Council's Appointments Committee to appoint Harry Catherall as Chief Executive and Head of Paid Service on a three year fixed term contract starting 1<sup>st</sup> April, 2022.

#### **Recommendation**

That Council considers the recommendation of the Appointments Committee to appoint Harry Catherall as Chief Executive and Head of Paid Service on a three year fixed term contract commencing 1<sup>st</sup> April, 2022.

## **Background**

- 1.1 Members will recall that the decision was made to appoint a Chief Executive and Head of Paid on an interim basis in August, 2021. Since that time it has become evident that the organisation needs stability in the senior officer team in order to provide assurance to both external stakeholders (residents and partners within Oldham and beyond ) as well as the workforce in delivering the Council's ambitions.
- 1.2. The Appointments Committee agreed at its meeting on 14<sup>th</sup> December 2021 to proceed to recruit to the post of Chief Executive on a longer term appointment on the basis of a three year fixed term contract. The post was subsequently advertised and the Appointments Committee met to agree a shortlist and then to conduct the final selection in January. This process led to Harry Catherall being recommended to Council as Chief Executive and Head of Paid Service on the basis of a three year contract, starting 1<sup>st</sup> April 2022.

## **Financial Implications**

- 2.1 The appointment of Mr Catherall to the post on this basis would incur a saving of c. £71k per annum based on a salary of £160k per annum (pay award pending) for the duration of the contract as a consequence of lower national insurance contributions and no pension contribution. The substantive salary package for the post, will however, remain as previously agreed in order to maintain the differentials across the senior team in a way that recognises the complexity and seniority of roles and when the role becomes vacant at the end of the contract the remuneration package will be reviewed to ensure it reflects the Council's needs and market conditions at that time.

## **Legal Services Comments**

- 3.1 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.

## **Human Resources Comments**

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

## **Risk Assessments**

- 5.1 N/A

## **IT Implications**

- 6.1 N/A

## **Property Implications**

- 7.1 N/A

## **Procurement Implications**

8.1 N/A

**Environmental and Health & Safety Implications**

9.1 N/A

**Equality, community cohesion and crime implications**

10.1 N/A

**Equality Impact Assessment Completed?**

11.1 N/A

**Key Decision**

12.1 No

**Key Decision Reference**

13.1 N/A

**Background Papers**

14.1 None