

**Minutes of: HUMAN RESOURCES AND APPEALS PANEL**

**Date of Meeting:** 8 January 2018

**Present:** Councillor T Holt (in the Chair)  
Councillors J Daly, E O'Brien, T Pickstone and R Shori

**Also in attendance:**

**Public Attendance:** No members of the public were present at the meeting.

**Apologies for Absence:**

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**HRA.1 DECLARATIONS OF INTEREST**

There were no declarations of interest made at the meeting.

**HRA.2 RECRUITMENT OF A CHIEF EXECUTIVE AND SETTING THE SALARY**

Councillor Shori presented a report setting out the work being carried out in relation to the forthcoming recruitment of a Chief Executive.

The Human Resources and Appeals Panel had agreed that the Council should test the market before placing an advertisement in February 2018 and had used a specialist executive search organisation to undertake the role.

The Council has procured the services of Penna as its executive search organisation.

It was explained that the last time that the Chief Executive's salary had been reviewed was 2007.

It was also reported that there were additional responsibilities to consider in relation to the Chief Executive Role for example, taking a lead role at Greater Manchester level as well as the Council and CCG coming together.

It was explained that the job had been re-evaluated under the Hay Evaluation Scheme.

Those present were given the opportunity to ask questions and the following points were raised:

- Councillor Pickstone asked when the post had last been evaluated.

It was stated that the last time the post was reviewed had been in 2007. There would be a need for the job to be re-evaluated now anyway due to the added responsibilities and change in role.

- Councillor Pickstone asked how the proposed salary compared with other councils.

It was explained that the other GM authorities' CE pay had been researched and the offer that Bury was proposing was not out of line with what the other authorities were paying. It was also explained that other councils may choose to re-evaluate their own chief executive's post due to the added responsibilities of all of the GM Chief Executives so it would be possible that they would be increased.

- Councillor Daly asked whether the position would also have added responsibilities that would attract extra monetary payments above the stated salary such as the fee received for acting as Returning Officer for Elections.

It was stated that the Returning Officer did not have to be the Chief Executive.

Tracy Murphy stated that she would find out what the position was in relation to electoral payments and would report this information back to the Panel.

- Councillor Daly stated that he would ask that the fee for acting as returning officer be included in the proposed salary and not as well as.
- Councillor Daly asked whether the recruitment agency that the Council had employed would be looking in the private sector as well as the public sector.

Councillor Shori explained that the agency understood the current landscape and were aware of what changes would be happening within the sector over the coming years. This would enable them to identify candidates across all sectors. The Council will have to be self-financing and run as a business which will have to be taken into account.

- Councillor Daly stated that a high salary was not a guarantee of quality and asked whether it would be possible to lower the salary offer and still attract the right candidate. Promoting the borough for what it has to offer and how it can grow and improve could attract someone who wants to take on the challenge.

It was explained that the coming years were the most critical that the borough had faced since 1974 and this was something that the Council needed to get right.

**It was agreed:**

That the Human Resources and Appeals Panel recommend that the Council approve increasing the salary for the Chief Executive so that the top of the grade is paid at £175,000 as set out in the report.

**COUNCILLOR T HOLT**  
**Chair**

**(Note: The meeting started at 4.00 pm and ended at 4.45 pm)**