

**REPORT OF**

The City Mayor

---

**TO**  
Council

**ON**

21<sup>st</sup> October 2020

---

**TITLE:** Appointment of Head of Paid Service – Chief Executive

---

**RECOMMENDATIONS:**

That Council approve the appointment of the successful candidate to the post of Chief Executive and Head of Paid Service, and a formal offer be confirmed.

---

**EXECUTIVE SUMMARY:**

At the meeting of the Workforce Panel on 11<sup>th</sup> August 2020 the approach and process for the recruitment, selection and appointment to the post of Chief Executive, a post which is also the statutory Head of the Paid Service, was agreed and an Appointment Panel established to appoint a suitable candidate, subject to ratification by full Council.

---

**BACKGROUND DOCUMENTS:**

Workforce Panel report 11<sup>th</sup> August 2020  
Council report 16<sup>th</sup> September 2020

---

**KEY DECISION:** NO

---

**DETAILS:**

At the meeting of the Workforce Panel on 11<sup>th</sup> August 2020 an Appointment Panel was established as follows: -

- City Mayor
- Statutory Deputy City Mayor
- Deputy City Mayor and Lead Member for Children and Young People's Services
- Lead Member for Finance and Support Services
- Executive Support Member for Workforce and Industrial Relations
- Leader of the Opposition or nominated representative

The Appointment Panel agreed the role description and the advertising campaign for the post. The Appointment Panel then went on to agree a shortlist of suitable candidates to progress through the selection process.

The selection process was designed to be robust and rigorous involving a series of assessments measuring the skills, knowledge, experience and behaviours of each candidate. This assessment process included participation from elected members, the corporate management team, staff and key partners and stakeholders from across the City.

Following completion of a rigorous selection process on Thursday 15<sup>th</sup> October, the unanimous decision of the Appointment Panel was to appoint Tom Stannard who is currently employed by Wakefield Council as the Corporate Director for Regeneration and Economic Growth.

The Proper Officer has received no objections to the appointment being made. In line with the Council Constitution, Officer Employment Procedure Rules prior to the formal offer of appointment being confirmed it is a requirement that the decision be approved by the Council.

---

**KEY COUNCIL POLICIES:** Salford City Council Constitution

---

**EQUALITY IMPACT ASSESSMENT AND IMPLICATIONS:**

The recruitment, selection and appointment process has been undertaken in a lawful, fair, transparent and consistent manner in line with our recruitment and selection and equal opportunities policies, commitments and frameworks.

---

**ASSESSMENT OF RISK:** N/A

---

**LEGAL IMPLICATIONS Supplied by:**

---

**FINANCIAL IMPLICATIONS Supplied by:** Chris Hesketh, Head of Financial Management

The costs of this statutory position will be met from within the existing budget. Therefore, there are no financial consequences arising from the report.

---

**PROCUREMENT IMPLICATIONS Supplied by:** N/A

---

**HR IMPLICATIONS Supplied by:**

Are contained within the body of the report.

---

**CLIMATE CHANGE IMPLICATIONS Supplied by:**

N/A

---

**OTHER DIRECTORATES CONSULTED:**

N/A

---

**CONTACT OFFICER:** Samantha Betts, Assistant Director HR & OD

**TEL NO:** 0161 607 8602

---

**WARDS TO WHICH REPORT RELATES:**