

Minutes of the meeting of Council held at Conference Room 1 - Herefordshire Council, Plough Lane Offices, Hereford, HR4 0LE on Friday 1 May 2026 at 10.00 am

Present: Councillor Roger Phillips (chairperson)
Councillor Kevin Tillett (vice-chairperson)

Councillors: Bruce Baker, Jenny Bartlett, Chris Bartrum, Graham Biggs, Dave Boulter, Jacqui Carwardine, Simeon Cole, Frank Cornthwaite, Pauline Crockett, Clare Davies, Dave Davies, Barry Durkin, Mark Dykes, Matthew Engel, Toni Fagan, Elizabeth Foxton, Carole Gandy, Catherine Gennard, Peter Hamblin, Liz Harvey, Helen Heathfield, Robert Highfield, David Hitchiner, Dan Hurcomb, Terry James, Jonathan Lester, Nick Mason, Ed O'Driscoll, Aubrey Oliver, Rob Owens, Justine Peberdy, Dan Powell, Ivan Powell, Philip Price, Ben Proctor, Stef Simmons, Louis Stark, Pete Stoddart, John Stone, Elissa Swinglehurst, Charlotte Taylor, Allan Williams and Mark Woodall

Officers: Democratic Services Manager, Director of Governance and Law and Director of HR and OD and Democratic Services Manager

59. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Polly Andrews, Harry Bramer, Jim Kenyon, Adam Spencer, Richard Thomas, Diana Toynbee, Rebecca Tully and Rob Williams.

60. DECLARATIONS OF INTEREST

There were no declarations of interest.

61. QUESTIONS FROM MEMBERS OF THE PUBLIC (PAGES 3 - 4)

A copy of the public questions and written answers, together with supplementary questions asked at the meeting and their answers, is attached to the Minutes at Appendix 1.

62. QUESTIONS FROM MEMBERS OF THE COUNCIL

There were no questions from members of the Council.

63. EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That under section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Schedule 12(A) of the Act, as indicated below and it is considered that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

1 Information relating to any individual.

64. APPOINTMENT OF THE CHIEF EXECUTIVE

Council considered a report by the Chairperson of the Employment Panel to approve the appointment of a chief executive and head of paid service.

The Chairperson of the Employment Panel introduced the report and moved the recommendations in the report.

The Vice-Chairperson of the Employment Panel seconded the recommendations in the report.

Council debated the report.

The recommendation was put to the vote and was carried unanimously.

RESOLVED: That:

a) Paul Satoor is appointed as Chief Executive and Head of Paid Service.

The meeting ended at 10.12 am

Chairperson

Agenda item no. 5 - Questions from members of the public

Question Number	Questioner	Question	Question to
PQ 1	Ms Reid, Hereford	<p>An online article entitled 'Herefordshire Council £175K chief executive vacancy open' on the website of the <i>Hereford Times</i> published on 10 March 2026 reported:</p> <p>"Papers from an earlier meeting of the [Employment Panel] revealed that the latest published salary for the role, of £168,970 for 2024-25, was the second from lowest among England's smaller counties - the lowest being Rutland, which has nearly a fifth of Herefordshire's population."</p> <p>The council's Pay Policy Statement 2026-27 gives the Chief Executive's salary as £174,377.</p> <p>I consider that offering a competitive salary would be more likely to attract quality candidates and retain a post-holder of high calibre which would benefit those who live and work in Herefordshire. Does the Chairperson agree with me?</p>	Leader
<p>Response:</p> <p>I wholeheartedly agree with Ms Reid that a high calibre candidate will be of benefit to those who live and work in Herefordshire, and along with a competitive salary, other factors such as financial and political stability, location, reputation and culture are all important in attracting an excellent Chief Executive.</p> <p>As Chair of Employment Panel, I am delighted to recommend such a candidate for appointment today.</p>			
<p>Supplementary question:</p> <p>As only tiny Rutland County Council pay its Chief Executive less than Herefordshire Council, frankly, do not agreed that the Chief Executive's salary is competitive. There is an idiom: 'if you pay peanuts, you get monkeys'. That said, I hope that a high-calibre Chief Executive will be appointed and as importantly retained in the medium term rather than use the post as a short-term stepping stone.</p> <p>Government proposals for local government reorganisation involve the replacement of separate county and district councils with a single tier of 'unitary' local authorities. Therefore, many chief executives will be job-seeking, so, the council could be fortunate in its selection. Some people consider that the performance of certain senior post-holders selected in the past has not been completely adequate.</p> <p>Will the salary of Chief Executive be £174,377 or will the Employment Panel consider increasing the salary?</p>			

Response to supplementary question:

The salary will be £174,377 and the Employment Panel will not consider an increase.