

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.