

## **SETTLEMENT AGREEMENT DATA**

Report of the Head of Human Resources

**Recommendation:** That the Committee note the data in the attached appendices.

### **1. Introduction and Background**

- 1.1. Statutory guidance on the making and disclosure of Special Severance Payments was published by the Department for Levelling Up, Housing and Communities on 15 May 2022 and as a result placed four new requirements on the Council in relation to approval processes for different levels of Special Severance Payments.
  - payments of £100,000 and above must be approved by a vote of full council, as set out in the Localism Act 2011;
  - payments of £20,000 and above, but below £100,000, must be personally approved and signed off by the Head of Paid Service, with a clear record of the Leader's approval and that of any others who have signed off the payment; and
  - payments below £20,000 must be approved according to the local authority's scheme of delegation. It is expected that local authorities should publish their policy and process for approving these payments.
  - Where the proposed payment is to the Head of Paid Service (Chief Executive), to avoid a conflict of interest it is expected that the payment should be approved by a panel including at least two independent persons.
- 1.2. Members considered a detailed Report at the Procedures Committee and recommended the relevant changes to the Constitution, including terms of reference for the Appointments, Remuneration and Chief Officer Conduct Committee and the Scheme of Delegation. The was approved by the Council in July 2022.
- 1.3. At the Council meeting in July 2022, the Leader was further asked to report on the use of settlement agreements over the past 10 years. He provided data on settlement agreements and was asked whether this was typical across other Local Authorities and other Service areas.
- 1.4. The Leader committed to reporting annually on settlement agreements across the Authority to the Appointments, Remuneration and Chief Officer Conduct Committee.

## **2. Summary and Conclusion**

- 2.1. It is recommended that the Appointments, Remuneration and Chief Officer Conduct Committee note the data and suggest any changes to presentation and format for the future.

Maria Chakraborty, Head of Human Resources

**[Electoral Divisions: All]**

Cabinet Member for Organisational Development, Workforce and Digital Transformation  
Andrew Saywell

### **Local Government Act 1972: List of Background Papers**

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<b><u>Background Paper</u></b>	<b><u>Date</u></b>	<b><u>File Reference</u></b>
Nil		