

Report of the Chief Finance Officer / Section 151

Settlement Agreement

Summary

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with the mutual termination of a member of staff's contract and the provision of a settlement agreement.

Background

2. The background and detailed case are contained in the individual business case as an annex to this report.

Consultation

3. All of the settlement agreements have been subject to the correct authorisation process as agreed through SMU committee on 5 August 2019.

Options

4. The business case is for noting only. The Executive Member has been involved and have approved the parameters of the settlement agreement prior to agreement.
5. Please note that the payment includes statutory elements such as holiday pay where there is no discretion.

Analysis

6. The analysis of the proposal can be found in the respective business case.

Council Plan

7. Whilst the actions being proposed in the report are not material to the Council Plan, they are consistent with the required outcomes of the Workforce Strategy (People Plan).

Implications

8. The implications of the proposal can be found in the respective business case.

Risk Management

9. The specific risks associated with the proposal and how they can be mitigated is contained in the business case. In summary, the risks associated with the recommended option are financial, legal, operational, and reputational.

Recommendations

10. Staffing Matters and Urgency Committee is asked to:
 - 1) Note the expenditure associated with the dismissal on the ground of mutual agreement through the provision of a settlement agreement as detailed in the annex.

Reason: In order to provide an overview of the expenditure.

Contact Details

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Chief Officer Responsible for the report:

Debbie Mitchell – Chief Finance Officer

Report
Approved

Date 06/08/2021

Specialist Implications Officer(s):

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

Background Papers:

None

Annexes

Annex A - Confidential Business Case