

Report of the Deputy Chief Executive and Director of Customer and Corporate Services

## **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 surrounding each proposal are contained in the individual business cases as annexes 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 cases are for noting only. Members of the Executive have 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 payment in lieu of notice and holiday pay where there is no discretion.

### **Analysis**

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

## Risk Management

9. The specific risks associated with each proposal and how they can be mitigated is contained in each 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 annexes.

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

## Contact Details

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### Chief Officer Responsible for the report:

Janie Berry  
Monitoring Officer

**Report  
Approved**

**Date** 3/06/2020

### 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