

Report of the Chief Operating Officer

Settlement Agreements and Non-Disclosure Clause

Summary

1. This report advises Staffing Matters and Urgency Committee of the expenditure and council activity on settlement agreements and the inclusion of a non-disclosure clause in accordance with council policy.

Background

2. The background and detail surrounding the settlement agreement is contained in the individual business case attached as a confidential **Annex** to this report.

Consultation

3. The proposed settlement agreement has been subject to set conditions to make it a legally binding contract, used to end the employment relationship on agreed terms.

Options

4. The Committee is noting the payments made in accordance with the settlement agreement process as agreed by SMUC and Audit & Governance. The appropriate Executive member has been party to the parameters on which the settlement agreement has been based. The decision as to whether or not to end an employment relationship on agreed terms sits with the Chief Operating Officer or Officers nominated by him.

Analysis

5. The analysis of the proposal can be found in the respective business case in the confidential **Annex A**.

Council Plan

6. Whilst the actions being proposed in the report are not material to the Council Plan they are consistent with the required outcomes of the Organisational Development Plan.

Implications

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

Risk Management

8. The specific risks associated with the proposal and how it has been mitigated is contained in the business case. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

Recommendations

9. Staffing Matters and Urgency Committee is asked to:

Note the expenditure associated with the proposed ending of an employment contract on agreed terms by a settlement agreement detailed in the annexes.

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

Contact Details			
Author:	Chief Officer Responsible for the report:		
Helen Whiting Head of HR Human Resources	Ian Floyd Chief Operating Officer		
	Report Approved	✓	Date 06/03/2023
Specialist Implications Officer(s):			
Wards Affected: <i>List wards or tick box to indicate all</i>		All	X
For further information please contact the author of the report.			

Background Papers: None

Annexes: Annex A – Confidential Business Case