

SLOUGH BOROUGH COUNCIL

REPORT TO: Audit and Corporate Governance Committee

DATE: 14th December 2017

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WARD(S): All

PART I **FOR INFORMATION**

SETTLEMENT AGREEMENTS

1. Purpose of Report

This report updates members of the Audit and Governance Committee on the number of settlements agreed which were not the result of compulsory redundancies together with the number that were agreed as a result of a compulsory redundancy situation over the past 4 years. It also highlights lessons learnt.

2. Recommendation(s)/Proposed Action

The Committee is requested to note the report.

3. Slough Joint Wellbeing Strategy Priorities

The Joint Wellbeing Strategy priorities are taken into account when decisions are made regarding settlement agreements.

4. Other Implications

(a) Financial

There are no financial implications of this report.

(b) Human Rights Act and Other Legal Implications

The Council must comply with employment legislation and guidance when entering into any settlement arrangements.

(c) Equalities Impact Assessment

It is important to ensure that settlement arrangements do not impact disproportionately on any group.

5. Supporting Information

- 5.1 From time to time the Council may need to make settlement arrangements in relation to members of staff. **Settlement** agreements are legally binding contracts which can be used to end an employment relationship on **agreed** terms. They can also be used to resolve an ongoing workplace dispute, for example, a dispute over holiday pay, sickness and capability.
- 5.2 The table in Appendix 1 sets out the settlement arrangements entered into during the past 4 years. It can be seen that the non-compulsory redundancy situations are far smaller than those relating to a compulsory redundancy situation and total only 5 in the past 4 years
- 5.3 The Council now identifies any lessons learnt from a particular case and considers whether there should be any changes to procedures etc. The last non-compulsory redundancy settlement highlighted deficiencies in the appraisal process which have now been addressed. A robust appraisal process is now being implemented which begins with the most senior officers in the Council and is cascaded to all staff.

6. Conclusion

The Committee will note the total number of exit packages agreed and the costs of those that were non-compulsory redundancy situations.

7. Background Papers

None.

Appendix 1

Slough

2013/2014

<i>Exit package cost band</i> <i>(including special payments)</i>	<i>Number of compulsory redundancies</i>	<i>Number of other departures agreed</i>	<i>Total number of exit packages</i>	<i>Total cost of exit packages in each band</i>
0 - 20,000	22	0	22	204
20,001 - 40,000	9	0	9	280
40,001 - 60,000	4	0	4	297
60,001 - 80,000	2	0	2	127
80,001 - 100,000	2	0	2	189
100,001 - 150,000	1	0	1	149
150,001 - 200,000	0	0	0	0
200,001 - 250,000	0	0	0	0
250,001 - 300,000	1	0	1	285
	41	0	41	1531
Add amount accounted for in CIES not included in bandings.				117
Total cost included in CIES				1648

2014/2015

<i>Exit package cost band</i>	<i>Number of compulsory redundancies</i>	<i>Number of other departures agreed</i>	<i>Total number of exit packages</i>	<i>Total cost of exit packages in each band</i>
<i>(including special payments)</i>				
0 - 20,000	10	0	10	85
20,001 - 40,000	8	0	8	238
40,001 - 60,000	1	0	1	49
60,001 - 80,000	2	0	2	125
80,001 - 100,000	1	0	1	81
100,001 - 150,000	0	0	0	0
150,001 - 200,000	0	0	0	0
200,001 - 250,000	0	0	0	0
250,001 - 300,000	0	0	0	0
	22	0	22	578
Add amount accounted for in CIES not included in bandings.				0
Total cost included in CIES				578

2015/2016

<i>Exit package cost band</i>	<i>Number of compulsory redundancies</i>	<i>Number of other departures agreed</i>	<i>Total number of exit packages</i>	<i>Total cost of exit packages in each band</i>
<i>(including special payments)</i>				
0 - 20,000	6	1	7	43
20,001 - 40,000	3	0	3	95

40,001 - 60,000	0	2	2	103
60,001 - 80,000	0	0	0	0
80,001 - 100,000	1	1	2	191
100,001 - 150,000	0	0	0	0
	10	4	14	432
Add amount accounted for in CIES not included in bandings.				0
Total cost included in CIES				432

2016/2017

<i>Exit package cost band</i>	<i>Number of compulsory redundancies</i>	<i>Number of other departures agreed</i>	<i>Total number of exit packages</i>	<i>Total cost of exit packages in each band</i>
<i>(including special payments)</i>				
0 - 20,000	19	0	19	156
20,001 - 40,000	4	0	4	118
40,001 - 60,000	0	0	0	0
60,001 - 80,000	1	0	1	65
80,001 - 100,000	0	0	0	0
100,001 - 150,000	0	1	1	305
	24	1	25	644
Add amount accounted for in CIES not included in bandings.				0
Total cost included in CIES				644