

	<p align="center"><b>General Purposes Committee</b> 6 December 2021</p>
	<p align="center"><b>Report from Head of Paid Service</b></p>
<p><b>Severance Approval</b></p>	

<b>Wards Affected:</b>	N/A
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	This report is partially exempt. Appendix 1 is not for publication as it relates to the following category of exempt information as specified under paragraph 1 Schedule 12A of the Local Government Act 1972 namely 'information relating to an individual'.
<b>No. of Appendices:</b>	1
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> (Name, Title, Contact Details)	Debra Norman Director of Legal, HR, Audit and Investigations. 020 8937 1578 <a href="mailto:Debra.Norman@brent.gov.uk">Debra.Norman@brent.gov.uk</a>

## 1.0 Purpose of the Report

1.0 This report seeks approval to make a severance payment to an officer whose post has become redundant as a result of a restructure within the Customer and Digital Service Directorate. Where the redundancy and severance payment, when added to the pension strain costs that the council must bear as part of the Pension scheme rules, amounts to over £100,000 the General Purposes Committee is required to approve the payment.

## 2.0 Recommendations

2.1 To approve the severance payment set out in the report.

2.2 To note that this payment does not include any element additional to sums calculated in accordance with the council's Managing Change Policy and the requirements of the Local Government Pension Scheme.

### **3.0 Detail**

- 3.1 A service restructure, as described in more detail in the exempt appendix, involves the deletion of a number of posts and a redundancy will arise. The termination payment will exceed £100,000.

### **4.0 Financial Implications**

- 4.1 The total cost of the redundancy results in a payback period of less than two years, which is within the agreed benchmark for long term financial considerations.
- 4.2 The one off cost of the redundancy, severance and pension strain will be funded from the Council's corporate redundancy budget.

### **5.0 Legal Implications**

- 5.1 The council has power to enhance the statutory redundancy scheme and to make severance payments to staff not eligible for that scheme under Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England & Wales) Regulations 2006 (as amended) where dismissal is for redundancy or efficiency reasons.
- 5.2 Under the Redundancy Payments (Continuity of Employment in Local Government) Modification Order continuous service with bodies listed in the Order is included in the calculation of an employee's continuous employment for redundancy purposes.
- 5.3 The council's pay policy statement, adopted under the Localism Act 201 and in accordance with statutory guidance, provides that termination payments which exceed £100k will normally be agreed by full council or a committee of the council.
- 5.4 Other legal implications are contained in the body of the report.

### **6.0 Diversity Implications**

- 6.1 There are no diversity implications in respect of this report.

### **7.0 Consultation with Ward Members and Stakeholders**

- 7.1 None.

### **8.0 Human Resources/Property Implications (if appropriate)**

- 8.1 None pursuant to this individual case.

### **Background Papers**

None

**Report sign off:**

Carolyn Downs  
Chief Executive and Head of Paid  
Service