

## REMUNERATION COMMITTEE - 14 November 2022

Present: Councillors: M Brain, M Carthew, I Courts, T Diccico, A Mackiewicz, M McLoughlin and R Sleigh OBE (Chairman), and Mrs M Hurt (Independent Member).

Officers: David Acton – Democratic Services  
Adrian Cattell, Head of Human Resources  
Julie Cooper, Head Of Financial Operations

### 1. APOLOGIES

Councillor Stephen Rymer tendered his apologies and Councillor Marcus Brain attended as his substitute.

### 2. DECLARATIONS OF INTEREST

There were no declarations of pecuniary or conflicts of interest from Members.

### 3. QUESTIONS AND DEPUTATIONS

No questions or deputations were received.

### 4. MINUTES

Members were asked to consider and approve the minutes from the Remuneration Committee held on 6 July 2022. A couple of typographical errors were noted as follows:

- Minute 5, paragraph 2, third line last word – should read 'part-time' instead of 'apt-time'; and
- Minute 5, paragraph 8, second line last word – should read 'existed' instead of 'exited'.

#### RESOLVED

That the minutes of the Remuneration Committee held on 6 July 2022, subject to the typographical changes, were confirmed as a true record.

### 5. SEVERANCE CASES APPROVED 2021/22

The Head of Financial Operations advised Members this was an annual report which covered the approved severance cases for 2021/22.

There had been 33 severance cases, the majority as a result of service changes in a number of directorates, with the total cost being £799,913 of which £53,881 was funded from the severance reserve and £746,032 from individual directorates/school budgets.

#### RESOLVED

The Committee noted the report.

### 6. SPECIAL SEVERANCE PAYMENTS

The Head of Human Resources informed members of the new Statutory Guidance setting out the obligations placed on Local Authorities when making Special Severance Payments (SSPs). The SSP Guidance was issued under section 26 of the Local Government Act 1999, and came into effect on 12 May 2022.

Whilst the Local Government Association had still to clarify some points the Guidance did set out that SSPs do not normally represent value for money and should only be considered in exceptional circumstances, outlined the criteria to be considered in the exceptional circumstances in which it may be appropriate to make a SSP, and clarified the disclosure and reporting requirements for SSP.

## **REMUNERATION COMMITTEE - 14 November 2022**

In the exceptional circumstances where it is decided that a SSP should be paid, it is the responsibility of the Council to ensure the SSP is fair, proportionate, lawful and provides value for money for the taxpayer.

### **RESOLVED**

The Committee noted the report, including the revised approval arrangements detailed in advance of receiving an updated Pay Policy Statement for consideration at its meeting on 19 January 2023 and then Full Council on 7 February 2023 for approval.

### **7. EXCLUSION OF THE PRESS AND PUBLIC**

The Chairman did move that the press and public be now excluded from the remainder of the business to be transacted on the grounds that there would be disclosure to them of exempt information as defined in schedule 12A to the Local Government Act 1972.

### **8. SEVERANCE CASES 2021/22**

The information provided was an appendix to agenda item 5.