



Northumberland County Council

County Council

21st September 2022

Voluntary Redundancy of the Director of Transformation

Report of the Staff and Appointments Committee

Purpose of the Report

The purpose of this report is to advise Full Council that due to the sad passing of her Majesty the Queen and the subsequent respectful mourning period until after the state funeral on 19th September, the meeting for consideration of this report by the Council's Staff and Appointments Committee on 9th September 2022 was postponed.

Recommendation:

1. To receive and approve the recommendations from the Staff and Appointments Committee that is due to be held on 20th September 2022.

Links to the Corporate Plan

The Caller Report has identified that addressing Best Value, including a restructure of senior management positions is required. The request of the Director of Transformation to take voluntary redundancy is deemed to be an appropriate step towards the Best Value plan.

Background

Issues for Consideration

1. The Council's Staff and Appointments Committee was due to sit and receive the report of the Interim Executive Director of Communities and Business Development and Senior HR Manager regarding the recommended Approval of the Voluntary Redundancy of the Director of Transformation on 9th September 2022. As a sign of respect this meeting was

postponed until after the state funeral of her Majesty the Queen and will now take place on 20th September 2022.

2. In light of this, the resolutions and recommendations required of the committee were not available for inclusion within the agenda papers for Full Council and will therefore be distributed electronically as soon as practicable following the closure of the Staff and Appointments Committee on Tuesday 20th September 2022.
3. **Statutory Obligations and Pay Policy**
4. Under section 38 of the Localism Act 2011 the Council is required to produce a Pay Policy each financial year. Approval of the Pay Policy is a matter for full Council and cannot be delegated. The Council’s current Pay Policy is 2022/2023 and sets out details, amongst other things, of the payment to chief officers.
5. The Staff & Appointments Committee is therefore required to consider and approve the request for voluntary redundancy of Chief Officers on a salary of over £100,000 in line with the Councils agreed Pay Policy 2022/23 as follows,

The Council’s pay policy states:

“The Staff and Appointments Committee has delegated authority from the Full Council to approve severance and redundancy payments for Chief and Deputy Chief Officers. For clarity, this requirement applies to all those posts that fall into the scope of s43 of the Localism Act and all Heads of Service. All exit packages over 100k will be approved by Full Council.”

Maureen Taylor

Interim Executive Director of Communities and Business Development

Implications:

Policy	The process has followed the Council’s Management of Organisational Change Policy and Redundancy Policy
Finance and value for money	The best value duty, as set out in section 3 of the Local Government Act 1999 (“the 1999 Act”), provides that “A best value authority must make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness”. The best value duty is relevant to local authority duties to deliver a balanced budget (Part 1 of the Local Government Finance Act 1992), provide statutory services and secure value for money in spending decisions.
Legal	Under s2 of the Local Government and Housing Act 1989 the Staff and Appointments Committee discharges the Council’s functions of the employer in relation to the Chief and Deputy Chief Officers. The Committee must also approve any voluntary severance, settlement or ex-gratia payment to be made to any Chief or Deputy Chief Officer.

Procurement	n/a
Human Resources	The process has followed the Council's Management of Organisational Change Policy and Redundancy Policy.
Property	n/a
Equalities (Impact Assessment attached) Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>	This impacts on only one post holder.
Risk Assessment	n/a
Crime & Disorder	n/a
Customer Consideration	n/a
Carbon reduction	n/a
Health and Wellbeing	n/a
Wards	n/a

Background papers:

Linked relevant reports

[Staff & Appointment Committee 15th August 2022](#)

[Staff and Appointment Committee report of the 20th September 2022](#)

Report sign off.

Authors must ensure that officers and members have agreed the content of the report:

	Full Name of Officer
Monitoring Officer / Interim Director of Governance	Suki Binjal
Executive Director of Finance & S151 Officer	Jan Willis
Interim Chief Executive	Rick O'Farrell
Portfolio Holder(s)	Staff & Appointment Committee

Authors and Contact Details

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