



Report for: Council

Date of Meeting: 22 February 2024

Subject: Information Report – Remuneration and Severance Packages of £100,000 or greater

Responsible Officer: Alex Dewsnap – Managing Director (Head of Paid Service)

Exempt: No

Wards affected: N/a

Enclosures: None

Section 1 – Summary and Recommendations

This report sets out a summary of the remuneration and severance packages approved by the Chief Officers' Employment Panel (COEP) from November 2023 till January 2024.

Recommendations:

That the report be noted.

Section 2 – Report

1. Department for Levelling Up, Housing and Communities (DHLUC) guidance ('Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011') states that the full Council should be given the opportunity to vote on any remuneration package of £100,000pa or greater.
2. The Council delegates authority to the Chief Officers' Employment Panel ('COEP') the approval of any remuneration package of £100,000 and the approval of any severance package of £100,000 or more, subject to all approvals being reported for information to the full Council.
3. The Council delegates authority to the Chief Officers' Employment Panel to determine any payments on termination of £100,000 or greater. In the case of redundancy, the components of the severance package including pensions are contractual and any refusal to approve them would be a breach of contract and could result in a legal challenge for breach of contract and/or constructive dismissal.
4. Between November 2023 and January 2024, one remuneration and one severance package were approved by the Chief Officers' Employment Panel.
5. Following the restructure of Place Directorate, Regeneration Division posts, COEP held on 4th of January 2024 approved the following remuneration and severance packages:
6. **Assistant Director of Regeneration**

The Assistant Director of Regeneration post is critical for coordinating and leading regeneration programmes across the Council. The role will be responsible for the Council's ambitious regeneration programme, ensuring Harrow delivers on its housing numbers in accordance with the London Plan.

The COEP panel convened in January 2024 and approved the remuneration package for the Assistant Director of Regeneration role, in line with the evaluated grade of D1 (£94,902 to £111,474), be approved.

7. Severance Package of £100k or greater

Members received a confidential report that sought approval for a severance package greater than £100,000.

The COEP panel convened in January 2024 and agreed the severance package, as outlined in the officer report, be approved.

Legal Implications

In accordance with the Constitution, the Chief Officers' Employment Panel is required to approve remuneration packages of £100,000 or greater for a Council Post and any severance package of £100,000 or greater. The Panel is required to report back to Council for information purposes on all such approved remuneration packages.

Financial Implications

The salary for the Assistant Director of Regeneration cost is fully accounted for in the relevant Directorate annual budget. The Severance package is funded from a one-off MTFs Implementation reserve held corporately.

Risk Management Implications

Risks included on corporate or directorate risk register? **No**

Separate risk register in place? **No**

The relevant risks contained in the register are attached/summarised below. **n/a**

Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? **No**

- The roles quoted in this report have the mandatory responsibility to deliver the Council's vision and values by addressing inequalities faced by the residents of Harrow.
- One of the responsibilities for the postholders is to promote equality, diversity and inclusion and reduce inequalities, ensuring that everyone can contribute through everyday actions to deliver the required health and well-being outcomes.

Council Priorities

1. A council that puts residents first.
2. A borough that is clean and safe.
3. A place where those in need are supported.

Section 3 - Statutory Officer Clearance

Statutory Officer: Jessie Man

Signed on behalf of the Chief Financial Officer

Date: 12/02/2024

Statutory Officer: Caroline Eccles

Signed on behalf of the Monitoring Officer

Date: 12/02/2024

Chief Officer: Alex Dewsnap

Signed by the Managing Director

Date: 12/02/2024

Mandatory Checks

Ward Councillors notified: NO as it impacts on all Wards.

Section 4 - Contact Details and Background Papers

Contact: Akhil Wilson, Head of Resourcing – akhil.wilson@harrow.gov.uk