



LONDON BOROUGH OF
HARROW

Report for: Council

Date of Meeting:	28 November 2024
Subject:	Information Report - Severance Package of £100,000 or greater.
Responsible Officer:	Cathy Knubley - Acting Strategic Director of Culture, Environment & Economy
Exempt:	No
Wards affected:	N/A
Enclosures:	None

Section 1 – Summary and Recommendations

This report provides information on a severance package approved by the Chief Officers' Employment Panel (COEP) in the period from October 2024 till November 2024.

Recommendations:

That the report be noted.

Section 2 – Report

1. Government 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. Similarly, supplementary guidance from the Government to that referred to above states that the full Council should be given the opportunity to vote on any severance package of £100,000 or greater. 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 October 2024 and November 2024, the Chief Officers' Employment Panel received a confidential report seeking approval for a severance package greater than £100,000 which arose out of the restructuring of the Environmental Operations Service. COEP was held on 14 November 2024, and approval was granted for the severance package.

Legal Implications

In accordance with the Constitution, the Chief Officers' Employment Panel is required to approve severance package of £100,000 or greater. The Panel is

required to report back to Council for information purposes on all such approved severance packages.

Financial Implications

Severance packages are funded from a one-off Medium Term Financial Strategy (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?

Not in relation to this report but an Equalities Impact Assessment was carried out during the restructuring of the Environmental Operations service.

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: Sharon Daniels

Signed by the Chief Financial Officer

Date: 18.11.2024

Statutory Officer: Caroline Eccles

Signed on behalf of the Monitoring Officer

Date: 18.11.2024

Chief Officer: Cathy Knubley

Signed by the Acting Strategic Director of Culture, Environment & Economy

Date: 18.11.2024

Mandatory Checks

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

Section 4 - Contact Details and Background

Papers

Contact: Shola Adejonwo, HR Business Partner– Change Management.

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