


Decision Report Council 15 March 2023	 TOWER HAMLETS
Report of: Caroline Holland, Interim Corporate Director of Resources	Classification: Unrestricted version of exempt report
Unrestricted version of exempt report: Agreeing an exit payment	

Wards affected	All Wards
-----------------------	-----------

1. SUMMARY

- 1.1 Section 38(1) of the Localism Act 2011 requires the full council to adopt and publish a pay policy statement for each financial year. Section 40(1) of the Act says that a relevant authority in England must, in performing its functions under section 38 or 39, have regard to any guidance issued or approved by the Secretary of State.
- 1.2 The guidance issued by the Secretary of State states that salaries on appointment and exit packages of more than £100,000 should be approved by full council.
- 1.3 This report seeks approval for the payment of redundancy exit packages of two members of staff. The exit package of each member of staff exceeds the £100,000 threshold set out within the statutory guidance issued by the Secretary of State under section 40 of the Localism Act.

Recommendations:

The Council is recommended to:

- a) Note and approve the exit payments, including redundancy and the cost of the early payment of pension benefits, resulting from the deletion of the posts following the restructure of the service.
- b) Note that the redundancy payment is part of the individuals' contractual terms and conditions of employment and that the early payment of pension benefits is linked to the Local Government Pension Scheme.

Full details are contained in the accompanying exempt / confidential report at agenda item 14.1