

Decision Report Cover Sheet:  <b>Council</b>  17 May 2023	 <b>TOWER HAMLETS</b>
<b>Report of:</b> Caroline Holland, Interim Corporate Director of Resources	<b>Classification:</b> Unrestricted (cover report) Main report (restricted)
<b>Cover report of: Agreeing an exit payment</b>	

<b>Wards affected</b>	All Wards
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## 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 an exit package for a member of staff. The exit package 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 payment, including redundancy and the cost of the early payment of pension benefits, resulting from the deletion of the post as part of an organisational restructure.
- 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 report and details contained in the Exempt/Confidential Appendices (to follow).