

# Bath & North East Somerset Council

MEETING:	<b>Restructuring Implementation Committee</b>	AGENDA ITEM NUMBER
DATE:	<b>9 July 2024</b>	
TITLE:	<b>Flexible retirement request</b>	
WARD:	ALL	
<b>REPORT OF CHIEF EXECUTIVE</b>		

## 1 THE ISSUE

1.1 To seek the Committee's agreement to the proposed flexible retirement request as part of the overall Head of Service restructure and put in place a temporary Financial Systems & Governance resource to support a 2 year programme to overhaul and upgrade our financial systems including Agresso (finance system) and iTrent (HR & Payroll system).

## 2 RECOMMENDATION

2.1 That the proposal presented is approved and the Chief Executive be given delegated authority to take all steps necessary to implement it.

## 3 FINANCIAL IMPLICATIONS

3.1 The financial implication of the particular case is set out in the report provided for the Committee.

## 4 THE REPORT

4.1 On 12 May 2022, the Department for Levelling Up, Housing and Communities, published Supplementary Guidance [under section 26 of the Local Government Act 1999] on the issue of "best value" duties with regards to severance payments to local government staff. Local authorities must have regard to the guidance in the exercise of their functions under the pay accountability provisions of the Act.

4.2 The Council in considering this guidance resolved, recognising the need for openness and accountability alongside legal obligations in respect of the handling of personal data, business efficiency etc that:

- (1) any proposed severance arrangement of any value is referred to the Restructuring Implementation Committee for consideration
- (2) in determining the threshold, the component elements of the package would include any proposals in respect of severance payments and how this figure has been calculated, any honorarium or hardship payments and any payments to employees for retraining related to their termination of employment.

4.3 The Committee is asked to consider the proposal set out in the Exempt

Appendix to this report. It needs to be satisfied that the operational advantages and benefits to the efficient exercise of the Council's functions are such that payment of the amount proposed is appropriate and in the overall interest of the Council.

## **5 EQUALITIES AND RISK MANAGEMENT**

5.1 The proposal takes account of equalities issues and complies with the requirements of the LGPS regulations.

## **6 CONSULTATION**

6.1 The employee has agreed to the terms of this arrangement.

## **7 ADVICE SOUGHT**

7.1 The Chief Executive, Council's Monitoring Officer and Executive Director Resources (in Section 151 Officer role) have had the opportunity to input to this report and have cleared it for circulation.

<b>Contact person</b>	<i>Will Godfrey, Chief Executive (Tel: 01225 477400)</i>
<b>Background papers</b>	<b>None</b>
<b>Please contact the report author if you need to access this report in an alternative format</b>	