

Proposed Changes to the Constitution

Part 3 – Scheme of Delegation

Appendix 4 – Officer Delegations, for Governance Committee approval

Proposed new delegations in section 2L, Human Resources/Staff Matters

Section/ No.	Function	Officer	Form of Shared Delegation
193a	<i>Approval of terms for severance on termination of employment including special severance payments below £20,000</i>	<i>Director of HR and OD</i>	<i>Jointly with Director of Law and Assurance</i>
193b	<i>Approval of any special severance payment between £20,000 and £100,000.</i>	<i>Chief Executive</i>	<i>In consultation with the Directors of Law and Assurance, Finance and Support Services and HR and OD, then with the Leader or such Cabinet Member the Leader authorises.</i>
193c	<i>To recommend to the County Council for approval any special severance payment which exceeds £100,000.</i>	<i>Chief Executive</i>	<i>As for 193b.</i>

Appendix 7 – Governance Committee Terms of Reference, For County Council Approval

New paragraph 15:

- 15. To delegate authority for the approval of special severance payments on the termination of employment in accordance with statutory guidance and to establish a Special Severance Payments Panel when required in line with such guidance.***

Part 4, Section 1 – Standing Orders – For County Council Approval

Section 8. Appointment of Officers and Disciplinary Action. Insert at the end of the section:

Severance Payments

8.23 For special severance payments on the termination of employment of over £100,000, the Chief Executive will recommend this to the County Council for approval in accordance with the officer scheme of delegation.

8.24 If a special severance payment is proposed for the Chief Executive, this will be considered by a Special Severance Payments Panel established by the Governance Committee. If the proposed sum exceeds £100,000, the Panel will make a recommendation to the County Council for approval.