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## **Proposed changes to the Constitution**

### **Part 3 – Scheme of Delegation**

#### **Appendix 7: Governance Committee terms of reference**

Add a new paragraph 15 and renumber subsequent paragraphs:

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**

#### **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.