

COUNCIL
THURSDAY, 21 MAY 2026

***PART 1 – PUBLIC DOCUMENT**

TITLE OF REPORT: APPROVAL OF POTENTIAL EXIT PAYMENT – PART 1

REPORT OF: Director - Customers

EXECUTIVE MEMBER: Executive Member - Customer Experience & Deputy Leader of the Council

COUNCIL PRIORITY: Sustainability;

1. EXECUTIVE SUMMARY
1.1 To seek approval of Council for the authority to make an exit payment, should redundancy arise following completion of consultation and redeployment processes, where the cost exceeds the threshold of £100,000 as set out in the Pay Policy Statement.
2. RECOMMENDATIONS
2.1 That Council approve the payment of the exit payment, if required, the details are set out in the Part II report
2.2 That Council use the General Fund reserve to fund the cost.
3. REASONS FOR RECOMMENDATIONS
3.1. To ensure that, if required following the completion of consultation and redeployment processes, the Council has complied with the approval process as set out in the Constitution and the Pay Policy Statement for any exit payment that exceeds the limit applied (£100,000)

4. ALTERNATIVE OPTIONS CONSIDERED

4.1 Alternative options are considered in the Part II report.

5. CONSULTATION WITH RELEVANT MEMBERS AND EXTERNAL ORGANISATIONS

5.1 Consultation has taken place with the affected member of staff in accordance with the Councils reorganisations Policy.

6. FORWARD PLAN

- 6.1 This report does not contain a recommendation on a key Executive decision and has therefore not been referred to in the Forward Plan.

7. BACKGROUND

- 7.1 The Councils Reorganisation Policy sets out the approach to restructure arrangements and includes a strong emphasis on seeking to avoid compulsory redundancies. The Part II report contains details of alternatives to redundancy that have been considered.
- 7.2 The authorisation arrangements for terminating employment are set out in the Constitution and, with the exception of Statutory Officers (Head of Paid Service, S151 Officer and Monitoring Officer) such matters fall to the Head of Paid Service. However, the Councils adopted Pay Policy Statement required Council to approve any related settlement package where the total cost to the Council exceeds £100,000 (which includes both severance payment and employers' liability for pension strain). In this case the total contractual costs including employer costs exceed £100,000.
- 7.3 For the avoidance of doubt, the staffing restructure and any resulting employment decision remain matters for officers under the Council's officer employment procedures and delegations. Council's role is limited to approval of the financial threshold requirements contained within the Policy Statement.

8. RELEVANT CONSIDERATIONS

- 8.1 These are set out in the Part II report.

9. LEGAL IMPLICATIONS

- 9.1 Full Councils remit as set out at 4.4.1 (aa) of the Constitution is for agreeing any award which would exceed the financial limits set out in the Councils Pay Policy Statement.
- 9.2 The limit set in the Council Pay Policy Statement is £100,000.

10. FINANCIAL IMPLICATIONS

- 10.1 The financial implications are considered in the Part II report.

11. RISK IMPLICATIONS

- 11.1 The financial implications are considered in the Part II report.

12. EQUALITIES IMPLICATIONS

- 12.1. In line with the Public Sector Equality Duty, public bodies must, in the exercise of their functions, give due regard to the need to eliminate discrimination, harassment, victimisation, to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not.
- 12.2 An Equalities impact assessment is not required as part of this process.

12.3 Consultation has been undertaken with relevant staff and no specific equality concerns have been identified for the proposals concerned.

13. SOCIAL VALUE IMPLICATIONS

13.1. The Social Value Act and “go local” requirements do not apply to this report.

14. ENVIRONMENTAL IMPLICATIONS

14.1. There are no known Environmental impacts or requirements that apply to the decision as set out in this report.

15. HUMAN RESOURCE IMPLICATIONS

15.1 The Human Resource implications are considered in the Part II report.

16. APPENDICES

16.1 Appendix 1 – North Herts Council Pay Policy Statement 2026/27

17. CONTACT OFFICERS

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18. BACKGROUND PAPERS

18.1 None