

ANNEX 2 – EXTRACT FROM PART 3 - SECTION 3, PART 3A – SPECIFIC DELEGATIONS TO OFFICERS

No	SERVICE AREA	FUNCTIONS DELEGATED	TITLE OF POSTHOLDER
HR3	Human Resources & Organisational Development	<p>To determine applications for the exercise of the Council's discretionary powers <u>special severance payments as defined in statutory guidance. These may include:</u></p> <ul style="list-style-type: none"> • <u>pay in lieu of notice,</u> • <u>settlement agreement,</u> • <u>benefits and allowance continuing after exit date, or/and</u> • <u>loan payments</u> <p>To award compensation for loss of employment and grant early payment of pension benefits where related to loss of office.</p>	<p><u>Settlement over £100,000 above must be approved by a vote of the County Council, as set out in the Localism Act 2011 (subject to any exceptional circumstances as set out in Council policy).</u></p> <p>Settlement amount £50,000+ <u>£20,000 to £99,999:</u> <u>Chief Executive (in consultation with PPDC chair (as Leader)).</u></p> <p>Director of HR&OD <u>People and Change</u> Relevant Executive Director And either Director of Corporate <u>Finance – Corporate and Commercial</u> Or Director of Financial Insights <u>Finance – Insight and Performance (on behalf of the S151 Officer)</u></p> <p>Settlement <£20,000 Relevant service: People Business Partner Head of Service <u>Relevant Head of Service</u> <u>Head of Business Partnering & Employment Practice,</u> <u>Relevant People Consultancy Lead</u> Strategic Finance Business Partner <u>supporting the service funding the application (on behalf of the S151 Officer)</u></p>

<p><u>HR4 (new)</u></p>	<p><u>Human Resources & Organisational Development</u></p>	<p><u>To determine non special severance and redundancy applications for the exercise of the Council's discretionary powers to award compensation for loss of employment and grant early payment of pension benefits where related to loss of office.</u></p>	<p><u>Settlement over £150,000 PPDC</u></p> <p><u>Settlement amount £50,000 to £150,000</u> <u>Director of People & Change</u> <u>Relevant Executive Director</u> <u>And either Director of Finance – Corporate and Commercial</u> <u>Or Director of Finance – Insight and Performance</u></p> <p><u>Settlement <£50,000</u> <u>Relevant service:</u> <u>Relevant Head of Service,</u> <u>Head of Business Partnering & Employment Practice,</u> <u>Relevant People Consultancy Lead</u> <u>Relevant Strategic Finance Business Partner supporting the service funding the application (on behalf of the S151 Officer)</u></p>
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Note: existing delegations HR4 and HR5 to be renumbered.