

DECISION UNDER DELEGATED POWERS

Subject	Settlement Agreement
Officer Requesting Decision	HR Business Partner
Officer Making the Decision	Executive Director
Authority for Decision	Delegated authority under paragraph 2.6 (n) of Part 2B of Rugby Borough Council's Constitution – the Executive Director is authorised to conduct all financial negotiations with government departments, other local authorities and all other persons.
Recommendation	<p>To approve the Settlement Sum as set out in the Settlement Agreement and to enter into the Settlement Agreement with Legal Services Matter 22-4-10 which also provides for:</p> <ul style="list-style-type: none"> • payment of settlement sum; • payment in lieu of notice (if applicable); • payment of accrued holiday; • payment of accrued flexi (if applicable); and • payment of employee's legal fees;
Alternatives considered and rejected	<ol style="list-style-type: none"> 1. To not approve the Settlement Sum and not enter into a Settlement Agreement; or 2. To approve an alternative Settlement Sum and enter into a Settlement Agreement on alternative terms.
Decision	Approve
Reason	<p>To mitigate the risk of:</p> <ol style="list-style-type: none"> 1. cost; 2. officer time; and 3. reputational damage, <p>if an employment tribunal claim is lodged.</p>
Date	27/02/2020
Background Papers	Settlement Agreement

	<p>The Settlement Agreement is "confidential information" for the purposes of regulation 9 of the Openness of Local Government Bodies Regulations 2014.</p> <p>The Settlement Agreement is also "exempt information" for the purposes of regulation 9 of the Openness of Local Government Bodies Regulations 2014 and paragraph 1 of Schedule 12A of the Local Government Act 1972.</p>
Decision record kept until	<input checked="" type="checkbox"/> 27/02/2026
Background papers kept until	<input checked="" type="checkbox"/> 27/02/2024

Signed 

Dated 27th February 2020