

HR &OD
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Our ref: JK/OSMC 15062017
Please ask for: Mrs J King

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Date: July 5th 2017

Dear Councillor Fitzhenry

HR Matters Overview and Scrutiny Management Committee June 15th 2017

Following the last OSMC meeting I am writing to clarify the position regarding exit payments from the council and any subsequent re-employment. Exit payments are made in 3 categories – enhanced payment as part of Voluntary Solution (VS), settlement agreements and compulsory redundancies. I apologise if I did not make this clear at the OSMC meeting.

I can confirm that any employee who has left the organisation as part of a Voluntary Solution (VS) or any settlement agreement will not and has not been re-employed for up to 2 years following their exit and that all such payments and exits are approved by a central panel prior to being implemented. The panel is chaired by the Chief Strategy Officer and includes Service Directors for HR and OD, Legal and Democratic Services and Finance and Commercialisation with all decisions recorded and retained.

For any employee who has left the organisation as a result of Compulsory Redundancy, the law and the employee's contractual rights do not permit any such restriction in respect of re-employment. In such a circumstance the person can look for open employment opportunities within the council (temporary or permanent roles) and not have to repay any of the redundancy received *if* a time period of at least a month and day had elapsed since leaving. Re-employment within a month and a day would require repayment.

I can confirm that this procedure has been followed in all cases and once more I apologise if this was not clear during the meeting.

Yours sincerely

Janet King
Service Director: HR & OD

CC: Councillor C Hammond
Suki Sitaram, Chief Strategy Officer

OSMC letter. SS