

CHESHIRE EAST COUNCIL

Staffing Committee

Date of Meeting:	25 January 2018
Report of:	Head of Strategic HR
Subject/Title:	Mutually Agreed Resignation Scheme

Urgent Item - Mutually Agreed Resignation Scheme

1. Cabinet is due to meet on 6th February 2018 and will consider a report proposing the adoption of a Mutually Agreed Resignation Scheme (MARS). Should Cabinet agree to adopt this scheme, then in order to comply with requirements of the Localism Act 2011 in respect of any payments that may be made to “Chief Officers” (as defined in that Act) under the MARS scheme, there is a need for the fact that a MARS scheme has been approved, to be referenced in the Pay Policy Statement (PPS). If the MARS scheme is approved, it is understood to be the intention that it becomes operational from 1st April 2018. In order to be operational by 1st April 2018, reference to it needs to be included in the PPS as intended to be adopted at Council on 22nd February.
2. As Members are aware, it is a function of this Committee to recommend to Council the approval of a Pay Policy Statement. As there is no meeting between 6th February and 22nd February at which the Staffing Committee could re-consider the PPS, an urgent need has arisen for this meeting to consider recommending to Council (in the event of Cabinet approving a MARS scheme at its meeting on 6th February 2018) that the PPS it adopts on 22nd February reflects the adoption of the MARS by Cabinet.
3. Owing to the timescales around the development and proposed approval of the MARS scheme, it has not been possible to take the matter to an earlier Staffing Committee, or place it on the agenda for the current meeting otherwise than as an urgent item.
4. Additionally, this agenda item provides the ideal opportunity for Members to be informed and also to provide feedback and any recommendations to Cabinet. This approach accords with Staffing Committee’s Terms of Reference.
5. Paragraphs 2.33 and 2.34 of the Committee Procedure Rules in the Constitution deal with urgent agenda items as follows:-

Committee and Sub-Committee Agenda – Urgent Items of Business

- 2.33 Generally, business will only be transacted at meetings of Committees and Sub-Committees which appears on the agenda and which has been available for public inspection at least five clear working days

before the meeting or, where the meeting is convened at short notice, from the time the meeting is convened.

- 2.34 The Chairman of the Committee or Sub-Committee may agree to deal with an item of business at the meeting if, in his/her opinion, the matter is urgent given the circumstances requiring a decision. The Chairman's ruling and the reasons for urgency will be recorded in the Minutes of the meeting.

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