

Review of arrangements for Chief Officer departures noted – Recommendation to the City Administration Committee.

4 With reference to the minutes of the Finance and Audit Scrutiny Committee of 11th March 2025 (Print 7, page 111) approving that a comprehensive internal review of the Council's governance arrangements relating to workforce and service reform activity was being undertaken, taking into account the findings and recommendations arising from an independent review and any recommendations put forward by the Council's external auditor, there was submitted a report by the Director of Communication and Corporate Governance regarding the proposed changes following the independent review, advising of

- (1) the current approach that the Council adopted in relation to early retirement and voluntary redundancy;
- (2) the current arrangements set out in the Scheme of Delegated Functions in relation to the approval of early retirement or redundancy arrangements;
- (3) the shortcomings that had been identified following the independent review, as detailed in the report;
- (4) the proposed new governance arrangements for chief officials, staff and officers with an approval role;
- (5) the current arrangements in relation to the mechanisms to support workforce reform and the next steps to ensure that enhanced terms were properly scrutinised to ensure that the enhanced terms were incidental to the reform or underpinned the reform; and
- (6) the proposed changes to the Scheme of Delegated Functions, as detailed in the report.

After consideration, the committee

- (a) noted the report; and
- (b) agreed to recommend to the City Administration Committee approval of the proposed changes detailed in in section 6 of the report.