

**EMPLOYMENT COMMITTEE**

19 May 2026

**Present:** Councillors Ashton, Bick, Davey, Martinelli, Moore and Nestor (Chair)

**Officers:**

Chief Operating Officer: Jane Wilson

Assistant Director, People and Change: Hanna Ralph

Strategic People Manager: Susan Caranese

Deputy Democratic Services Manager: Claire Tunnicliffe

**FOR THE INFORMATION OF THE COUNCIL****26/7/EmpCom Apologies**

Apologies were received from Councillor Clough.

**26/8/EmpCom Declarations of Interest**

No declarations were declared.

**26/9/EmpCom Minutes**

The minutes of the meeting held on 9 October 2025 were approved as a correct record and signed by the Chair.

**26/10/EmpCom Public Questions**

There were no public questions.

**26/11/EmpCom Senior Management Review: Consideration of Termination / Exit Costs**

The Committee **unanimously resolved** to exclude the press and public during this item by virtue of paragraph(s) 1,2,3 & 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

Hanna Ralph, Assistant Director, People and Change, introduced the confidential report. The report had been brought to the Employment Committee to inform recommendations to Council on 21st May 2026 regarding a termination payment over £100k as a result of a deferred redundancy.

In response to a question from Councillor Ashton, the Assistant Director, People and Change, confirmed that an extended, full and appropriate handover had taken place with senior officers.

The Committee **unanimously resolved** to:

- i. Recommend to Council that an individual termination cost over £100k be approved as a result of the Senior Management Review due to contractual severance.

The meeting ended at 6.30 pm

**CHAIR**