



# AUDIT COMMITTEE

## 30 October 2020

### SECOND DESPATCH

**Please find enclosed the following items:**

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Despatched : 29 October 2020



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## **Report of: Acting Director of Law and Governance and Monitoring Officer**

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Audit Committee	30 October 2020	n/a

<b>Delete as appropriate</b>	Non-exempt	
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## **THE APPENDIX TO THIS REPORT IS NOT FOR PUBLICATION**

The appendix to this report is exempt and not for publication as it contains the following category of exempt information as specified in Paragraph 3, Schedule 12A of the Local Government Act 1972, namely: Information relating to the financial or business affairs of any particular person (including the authority holding that information).

## **SUBJECT: IN THE MATTER OF AN EMPLOYEE**

### **1. Synopsis**

- 1.1 This report provides an update on the progress of a matter and next steps relating to an employee of the Council.

### **2. Recommendations**

- 2.1 To consider the options available to the Committee and the implications for the Council and the employee.
- 2.2 To ensure that the most appropriate and reasonable outcome is achieved for the employee and the Council.
- 2.3 To authorise the Acting Director of Law and Governance and Monitoring Officer to take the actions outlined in the exempt appendix.

### **3. Background**

- 3.1 The purpose of this meeting is to consider various issues in relation to the employment of an employee of the Council.

### **4. Implications**

#### **4.1 Financial implications**

This information is contained within the exempt appendix. The Council's s151 officer is satisfied that the costs can be contained within the Council's budget.

#### **4.2 Legal Implications**

External Counsel's advice on the matter is that the actions proposed in the exempt appendix are appropriate.

#### **4.3 Environmental Implications and contribution to achieving a net zero carbon Islington by 2030**

None arising from the content of this report.

#### **4.4 Resident Impact Assessment**

The Council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The Council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The Council must have due regard to the need to tackle prejudice and promote understanding.

A Resident Impact Assessment has not been completed because the decision currently being sought does not have direct impacts on residents.

### **5. Reason for recommendations**

- 5.1 To ensure that the most appropriate and reasonable outcome is achieved for the employee and the Council.

### **Appendices**

Exempt Appendix 1 – In the matter of an employee

Final report clearance:

**Signed by:**



Acting Director of Law and Governance and  
Monitoring Officer

Date: 29 October 2020

Report author:

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**Report of: Corporate Director of Resources**

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Audit Committee	30 October 2020	N/A

<b>Delete as appropriate</b>	Non-exempt	
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## **SUBJECT: IN THE MATTER OF AN EMPLOYEE**

### **1. Synopsis**

- 1.1 This report provides an update on the progress of a matter relating to an employee of the Council.

### **2. Recommendations**

- 2.1 To ensure that the most appropriate and reasonable outcome is achieved for the employee and the Council.
- 2.2 To authorise the Corporate Director of Resources to take the actions outlined in the exempt appendix.

### **3. Background**

- 3.1 That the council use its discretion under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England & Wales) Regulations 2006 to agree the termination of an employee on the grounds of service efficiency. This discretion is determined and agreed by the relevant Corporate Director.

### **4. Implications**

#### **4.1 Financial implications**

This information is contained within the exempt appendix. The Council's s151 officer is satisfied that the costs can be contained within the Council's budget.

#### **4.2 Legal Implications**

The actions proposed in the exempt appendix are appropriate.

#### **4.3 Environmental Implications and contribution to achieving a net zero carbon Islington by 2030**

None arising from the content of this report.

#### **4.4 Resident Impact Assessment**

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

A Resident Impact Assessment has not been completed because the decision currently being sought does not have direct impacts on residents.

### **5. Reason for recommendations**

- 5.1 To ensure that the most appropriate and reasonable outcome is achieved for the employee and the Council.

### **Appendices**

Exempt Appendix 1 – In the matter of an employee



Final report clearance:

**Signed by:**

A handwritten signature in grey ink, appearing to read 'DH', is positioned above the name David Hodgkinson.

David Hodgkinson

Corporate Director of Resources

Date 27/10/2020

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of the Local Government Act 1972.

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