

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

5th March 2020

REPORT AUTHOR: County Councillor Graham Breeze, Portfolio Holder for Corporate Governance and Engagement

SUBJECT: Question from County Councillor Gwilym Williams

Can the Cabinet member inform myself and other members, giving total numbers how many non-disclosure agreements, N. D. A. have Powys Council done in the last two years to current date, including financial cost, could each year be separately? Can the total financial cost for N D A be given for each year?

Response

February 2018 to February 2019 – 7 Settlement Agreements. Total Cost (including statutory costs) £ 336, 037.07

February 2019 to February 2020 – 3 Settlement Agreements. Total Cost (including statutory costs) £ 71,170.98

For the record, these agreements, called Settlement Agreements are standard and the Employee MUST obtain legal advice before concluding the agreement. They are also approved by the Head of Service, Head of Workforce and Legal Services before entered into.

They are not called non-disclosure settlements but they do include a confidentiality clause which places a mutual obligation on both parties (employer and employee) about the agreement and its terms remaining confidential to the parties involved and prevents parties from making any derogatory comments about each other. ACAS and Unions approve the use of these agreements, which are standard in England and Wales, both in public and private practice.