

**TEST VALLEY BOROUGH COUNCIL**

**HEAD OF SERVICE'S DECISION**

Committee: *Executive General Purposes*  
Chairman: Councillor Ian Car  
Head of Service: Margaret Smith

**SUBJECT**

**Environmental Sustainability Manager**

**REASON FOR URGENCY** (After consultation with the Chief Executive)

It has previously been agreed that terms be authorised for the Environmental Sustainability Manager to leave the employment of the Council. In order to reach agreement the previous terms had to be enhanced. A Compromise Agreement has now been reached, therefore, it is essential that a decision on the revised terms is made as soon as possible.

**DECISION** (After consultation with the Chairman (or in his absence the Vice-Chairman), who has not requested that the matter be referred to a special meeting of the Committee).

That the employment of the Environmental Sustainability Manager is terminated by mutual agreement, subject to the completion of a Compromise Agreement, on the following terms:

- The Environmental Sustainability Manager will receive a payment of £10,750 which will include one month's pay in lieu of notice.
- The Council will waive the requirement to repay post entry training expenses
- An agreed reference.
- A contribution of £250, plus vat, towards the Environmental Sustainability Manager's legal costs.

Chief Executive's/  
Director's Signature: *[Signature]* Date: *17.9.04*

Chairman's/Vice-Chairman's  
Signature: *[Signature]* Date: *17.09.04*

Chairman's/Vice-Chairman's  
(Overview & Scrutiny Committee)  
Signature: *[Signature]* Date: *17th Sept '04*

Head of Service's  
Signature: *M.J. Smith* Date: *17.09.04*

Reported to Committee on ..... Date: .....

**DISTRIBUTION**

- 1. Chief Executive
- 2. Corporate Director
- 3. Corporate Director
- 4. Head of Legal Services
- 5. Head of Administration (original for report to Committee)

**BACKGROUND PAPER:** .....