

Use of Settlement Agreements

The Wheatley Group and its subsidiaries have used settlement agreements for a variety of reasons including to facilitate ill-health and early retirement and to ensure cost efficiencies. Whilst the terms of these agreements are confidential, they do not prevent employees from reporting an offence; reporting misconduct to a regulator; or making a protected disclosure.

The number of agreements and value of agreements is set out below. Where the subsidiary joined the Group after 2009, figures are presented from the year of joining the Group. By way of comparison details of the staff cost efficiencies in year have also been provided.

Note:

Housing relates to employees who, at time of completing a settlement agreement, occupied roles that were tasked with the management of housing accommodation (e.g., Housing Officer, Community Housing Manager etc.)

Non-Housing relates to employees who, at time of completing a settlement agreement, occupied roles that were not linked to the management of housing accommodation (e.g., Finance Officer, Head of IT etc.)

Where only one individual received a payment in a particular year, provision of this information would allow identification of the payments made to a specific individual – therefore these amounts have not been disclosed. This is in accordance with s38(1)(b) of the Freedom of Information (Scotland) Act 2002.

Year	Total Number of Agreements (GHA)	Total Payments made	Average Payment by year
2009	4	£126,700	£31,675
2010	12	£394,539	£32,878
2011	19	£515,837	£27,149
2012	15	£521,433	£34,762
2013	4	£70,378	£17,594
2014	4	£78,410	£19,602
2015	9	£218,555	£24,284
2016	1	Exempt	Exempt
2017	3	£22,349	£7,450
2018	5	£76,077	£15,215
2019	1	Exempt	Exempt
2020	2	£46,976	£23,488
2021	0	£0	N/A
2022 (to 31 March)	0	£0	N/A
Totals	79	£2,071,253	£26,218

Year	Number of Agreements (GHA-Housing)	Payments made	Average Payment by year	Yearly Staff Cost Efficiencies
2009	0	£0	N/A	£800,000
2010	0	£0	N/A	£400,000
2011	1	Exempt	Exempt	£400,000
2012	4	£54,464	£13,616	£700,000
2013	2	£24,272	£12,136	£120,000
2014	4	£78,410	£19,602	£400,000
2015	3	£37,520	£12,507	£280,000
2016	0	£0	N/A	£400,000
2017	1	Exempt	Exempt	£300,000
2018	4	£76,077	£19,019	£300,000
2019	1	Exempt	Exempt	£120,000
2020	2	£46,976	£23,488	£800,000
2021	0	£0	N/A	£100,000
2022 (to 31 March)	0	£0	N/A	N/A
Totals	22	£317,719	£14,442	£5,120,000

Year	Number of Agreements (GHA - Non-Housing)	Payments made	Average Payment by year	Yearly Staff Cost Efficiencies
2009	4	£126,700	£31,675	£1,700,000
2010	12	£394,539	£32,878	£3,800,000
2011	18	£515,837	£28,658	£3,000,000
2012	11	£466,969	£42,452	£3,000,000
2013	2	£46,106	£23,053	£200,000
2014	0	£0	N/A	£200,000
2015	6	£181,036	£30,173	£240,000
2016	1	Exempt	Exempt	£125,000
2017	2	£22,349	£11,175	£80,000
2018	1	Exempt	Exempt	£60,000
2019	0	£0	N/A	N/A
2020	0	£0	N/A	£400,000
2021	0	£0	N/A	£250,000
2022 (to 31 March)	0	£0	N/A	N/A
Totals	57	£1,753,535	£30,764	£13,055,000