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 (WLHP)	Payments made	Average Payment by year
WLHP joined Group in 2013			
2013	**1**	**Exempt**	**Exempt**
2014	**0**	**£0**	**N/A**
2015	**0**	**£0**	**N/A**
2016	**0**	**£0**	**N/A**
2017	**0**	**£0**	**N/A**
2018	**0**	**£0**	**N/A**
2019	**0**	**£0**	**N/A**
2020	**0**	**£0**	**N/A**
2021	**0**	**£0**	**N/A**
2022 (to 31 March)	**0**	**£0**	**N/A**
Totals	**1**	**Exempt**	**Exempt**

Year	Number of Agreements (WLHP - Housing)	Payments made	Average Payment by year	Yearly Staff Cost Efficiencies
WLHP joined Group in 2013				
2013	1	Exempt	Exempt	£80,000
2014	0	£0	N/A	N/A
2015	0	£0	N/A	N/A
2016	0	£0	N/A	N/A
2017	0	£0	N/A	N/A
2018	0	£0	N/A	N/A
2019	0	£0	N/A	N/A
2020	0	£0	N/A	£50,000
2021	0	£0	N/A	N/A
2022 (to 31 March)	0	£0	N/A	N/A
Totals	1	Exempt	Exempt	£130,000

Year	Number of Agreements (WLHP - Non-Housing)	Payments made	Average Payment by year	Yearly Staff Cost Efficiencies
WLHP joined Group in 2013				
2013	0	£0	N/A	N/A
2014	0	£0	N/A	N/A
2015	0	£0	N/A	N/A
2016	0	£0	N/A	N/A
2017	0	£0	N/A	N/A
2018	0	£0	N/A	N/A
2019	0	£0	N/A	N/A
2020	0	£0	N/A	N/A
2021	0	£0	N/A	N/A
2022 (to 31 March)	0	£0	N/A	N/A
Totals	0	£0	N/A	N/A