

**Matrix to Determine the Level of Enhancement for New Chief Officer Severance Payments**

<b>Criteria</b>	<b>Length of Time/Other Measurement</b>	<b>Level of Potential Payment (Time) – NB: Statutory maximum of 24 month's pay</b>
1. Length of service in post (as a Chief Officer in Swindon Borough Council)	1 to 5 years	1 month
	5-10 years	2 months
	10 years plus	3 months
Where there is felt to be a need for a compromise agreement, the above will not apply and a separate arrangement will be agreed on an individual basis, taking account of the nature and potential of the risks being managed. This will continue to be submitted to members for approval.	This will depend on individual factors	Variable, depending on level of risk and size of total package on offer. Likely to be between 1-9 months