

**POLICY, FINANCE AND ADMINISTRATION SUB COMMITTEE**

**3 DECEMBER 2013**

**REPORT OF HEAD OF COMMUNICATIONS**

**HR POLICY**

**1.0 PURPOSE OF REPORT**

1.1 The purpose of this report is to approve the attached Redeployment and Redundancy Policy (Appendix 1).

**2.0 RECOMMENDATIONS**

**It is recommended that:**

2.1 **The policy be approved.**

**3.0 KEY ISSUES**

3.1 This policy and procedure document sets out the Council's policy for organisational changes resulting in redundancy, redeployment, early retirement or downgrading as a result of redeployment. This is an interim policy that will be reviewed in 12 months' time or earlier if guidance is available that suggests earlier amendment.

3.2 The policy amends the protection period for staff when redeployed into a lower graded post.

3.3 The policy gives additional payments to compensate for reduction in hours.

**4.0 POLICY AND CORPORATE IMPLICATIONS**

4.1 The Redeployment and Redundancy Policy has been reviewed to take into consideration best practise and the implications of the proposed changes to establishment in a separate report to PFA 3 December 2013.

**5.0 FINANCIAL AND OTHER RESOURCE IMPLICATIONS**

5.1 There are no direct cost implications. Each case will be dealt with on its own merits in line with the policy. Any additional costs will be met from existing budgets. Costs for the current proposed changes are given in a separate report.

**6.0 COMMUNITY SAFETY**

6.1 There are no particular implications arising from this report.

**7.0 EQUALITIES**

7.1 An impact assessment has been undertaken and shown no adverse implications with regard to age, gender and disability. This will continue to be monitored any relevant reasonable adjustments made.

**8.0 RISKS**

8.1 There are no direct risks.

## 9.0 **CLIMATE CHANGE**

9.1 There are no particular implications arising from this report.

## 10.0 **CONSULTATION**

10.1 Consultation has been carried out with the local trade union representatives and has been considered by Management Team and JSWG. The trade union side have comments which they will present to PFA Committee to be considered.

## 11.0 **WARDS AFFECTED**

11.1 All

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Contact Officer      Angela Tebbutt – Head of Communications  
Date:                    25 November 2013

Appendices :        Appendix 1 - Redeployment and Redundancy Policy

Background            None  
Papers: