

1 July 2014

REPORT OF MANAGEMENT TEAM

REDEPLOYMENT AND REDUNDANCY POLICY

1.0 PURPOSE OF REPORT

- 1.1 To suggest the Redeployment and Redundancy Policy is amended as attached (Appendix 1).
- 1.2 To put forward views from the Recognised Trade unions, UNISON and GMB and Joint Staff Working Group.

2.0 RECOMMENDATIONS

- 2.1 **To consider the report and approve the attached Policy (Appendix 1).**

3.0 KEY ISSUES

- 3.1 This Policy was reviewed in Autumn 2013 with a view to updating it to allow for compensation for a reduction in hours if that reduction was a result of management action. Also to reduce the time of pay protection for staff (from 3 years to 1 year) who are redeployed into a lower graded post due to management action resulting in restructuring and/or changes to the establishment.
- 3.2 A comparison was made with levels of protection offered by other local authorities. This comparison is attached at Appendix 2.
- 3.3 The matter was taken to Joint Staff Working Group (JSWG) in December 2013 and concern was expressed by the recognised trade unions about the reduction in pay protection.
- 3.4 At the request of the trade unions the policy was deferred from PFA Committee in February 2014 to allow more time for the trade unions to consult their members.
- 3.5 The item was discussed again at JSWG on 4 February 2014. The trade unions stated they did not support the proposed changes to the policy. Some Elected Members on the Group expressed support for the Union view.
- 3.6 The Head of Communications agreed to take the matter back to Management Team for them to review the issue. Management Team agreed to put a report to this Committee for consideration. This was reported back to JSWG in April 2014. The trade unions put forward a paper (attached at Appendix 3) which was discussed. JSWG concluded that it wished to recommend to this Committee that the new policy is not adopted.
- 3.7 The recent staff survey does not suggest morale is low. It appears to be at an acceptable level. Change is normal these days in organisations. Terms and conditions of service, for example, sick pay, essential car user allowances and the training budget has not been cut at Melton unlike in many other authorities. It should be noted that the policy is positive as well as negative. It allows staff to access it when their hours have been reduced in the appropriate circumstances.

3.8 Management Team are of the view that the current protection arrangements are generous given the current financial constraints and climate and by comparison to other local authorities. Management Team are of the view that amending the policy could generate savings that could be better used to provide services to the people of Melton and still maintain good employment terms and conditions of service for staff. The proposed policy also has benefits for staff affected by restructuring and while some staff may be disadvantaged by the reduction in pay protection others will benefit from

4.0 **POLICY AND CORPORATE IMPLICATIONS**

4.1 The Redeployment and Redundancy policy is a corporate policy.

4.2 The potential savings could be better used elsewhere by the Council.

4.3 The recognised trade unions oppose a change to the policy, in particular the reduction in pay protection.

4.4 JSWG recommend the new policy is not approved.

5.0 **FINANCIAL AND OTHER RESOURCE IMPLICATIONS**

5.1 There are HR implications to this policy which are detailed above.

6.0 **LEGAL IMPLICATIONS/POWERS**

6.1 The Redeployment and Redundancy of staff and their terms and conditions are covered by employment legislation. The proposed policy complies with current employment legislation.

7.0 **COMMUNITY SAFETY**

7.1 There are no direct community safety issues.

8.0 **EQUALITIES**

8.1 An EIA on the policy has been completed.

9.0 **RISKS**

9.1 To consider and give any Risks related to this report and if there are risks to complete the tables below. If there are no risks identified, then delete the table

Probability



Very High A				
High B				
Significant C				
Low D		1 2		
Very Low E				
Almost Impossible F				
	IV Neg- ligible	III Marg- inal	II Critical	I Catast- rophic

Impact →

Risk No.	Description
1	Staff morale affected to the detriment.
2	Current good relationships with the trade unions may be damaged.

10.0 CLIMATE CHANGE

10.1 None

11.0 CONSULTATION

11.1 The recognised trade unions have been consulted and the matter has been discussed at JSWG.

12.0 WARDS AFFECTED

12.1 All.

Contact Officer: Angela Tebbutt
Date: June 2014

Appendices: 1,2 and3

Background Papers: JSWG papers

Reference: X : Committees\PFA