

REDUNDANCY POLICY

1 INTRODUCTION

- 1.1 This paper presents the Redundancy Policy, as approved by the Executive on 4 November 2010 to the Council for approval.

2 RECOMMENDATION

- 2.1 Approve the Redundancy Policy as per the Minute extract of the Executive Committee on 4 November 2010 attached at Appendix 1.
- 2.2 Note for information the amendment made to the Selection Criteria attached at Appendix 2.

3 DETAIL

- 3.1 The Executive Committee approved the Redundancy Policy on 4 November 2010, subject to a minor amendment at Para 9.1.
- 3.2 The Policy refers to a number of procedural documents that relate to operational management and do not require members' approval. The paper presented to the Executive on 4th November 2010 contained, for information, a copy of the Selection Criteria for Redundancy. This is appended to this report for information and clarification regarding an amendment at Para 5.2. Any future amendments to the procedural documents that support the Redundancy Policy will be subject to approval by the SMT.

4 CONCLUSION

- 4.1 The Redundancy Policy provides the Council, members, managers employees and their representatives with a clear policy statement on redundancy and associated procedures to be followed.

5 IMPLICATIONS

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| 5.1 Policy | The attached constitutes a new Redundancy Policy |
| Financial | A clear redundancy policy reduces the risk of action at Employment Tribunals resulting in compensatory payments |
| Human Resources | The policy constitutes a key HR document and has been developed in consultation with employees' |

Legal	representatives The Policy sets out the legal framework for redundancy to take place
Equal Opportunities	The Policy has due regard to Equal Opportunities and an Equalities Impact Assessment is being carried out.

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Attachments:

Appendix 1 – Redundancy Policy and Procedures
Appendix 2 – Selection Criteria (for information only)