

PERSONNEL COMMITTEE

20th December 2019

ITEM 06



Report sponsor: Nicola Sykes
Director of HR and OD

Report author: Nicola Gerrard HR Advisor

Redeployment Policy - updated

Purpose

- 1.1 The Redeployment Policy has been amended to bring it in line with current employment legislation timescales and statutory redundancy regulations. The proposed changes are detailed in paragraph 4.2.
- 1.2 The policy clearly defines for managers and colleagues the purpose and principles of the Council's approach to redeployment.

Recommendation(s)

- 2.1 To approve the revised policy.
- 2.2 Subject to Personnel Committee's approval, to note that the revised policy will be publicised to Council colleagues.

Reason(s)

- 3.1 The Council must ensure its policies and procedures are in line with employment law, and it should also take into account good practice.

Supporting information

- 4.1 The Redeployment Policy is in place as the Council recognises the importance of job security for colleagues and the benefits of continuity for effective service provision. The Council is committed to retaining the valuable skills, knowledge and experience of existing staff through redeployment, where this is practicable.

4.2 The proposed changes to the Redeployment Policy are:

- Increase the requirement for colleagues to have a minimum of two years continuous service, with some limited exceptions, to access the redeployment register.
- Amend the trial period for colleagues who have successfully gained a post through redeployment to four weeks. This is in line with statutory redundancy legislation.
- The order of priority considerations for access to vacancies on the redeployment register has changed, and is now based upon the essential criteria for vacancies.

4.3 The statutory continuous service entitlement to claim ordinary unfair dismissal, receive redundancy payments and access suitable alternative employment has increased from one year to two years. The proposed change in the policy for two years' continuous service from one year ensures the Council practice is in line with current employment legislation. Disabled colleagues, protected by the Equality Act 2010, would be given access to the redeployment register without the requisite two years' service.

4.4 Colleagues who accept a post via redeployment as an alternative to redundancy are entitled to a maximum four week trial period. This change brings the Council into line with current employment legislative timescales.

4.5 Changing the access to vacancies on the redeployment register based on the essential criteria enables colleagues who are eligible for redeployment to have equal access to the vacancies.

Public/stakeholder engagement

5.1 The revised draft Redeployment Policy has been shared with the HR Management team and Legal Services for consultation purposes.

5.2 Consultation has also taken place with Trade Union colleagues through the Policy Working Group.

Other options

6.1 To continue with the Redeployment Policy in its current form. This is not in line with current employment legislation.

Financial and value for money issues

7.1 None arising.

Legal implications

- 8.1 The proposed changes to the Redeployment Policy bring it in line with current employment legislation, specifically redundancy legislation, ensuring colleagues affected by redundancy have access to redeployment and receive the requisite four week trial period.

Other significant implications

- 9.1 None arising.

This report has been approved by the following people:

Role	Name	Date of sign-off
Legal	Paul McMahon	
Finance		
Service Director(s)		
Report sponsor		
Other(s)	Liz Moore, Head of HR	

Background papers:
List of appendices:
Redeployment Policy