
REDUNDANCY POLICY

1 INTRODUCTION

- 1.1 As the Council moves forward as an organisation, we are continuing to improve our policies and procedures in line with the future needs of the organisation.
- 1.2 The Council has not previously had a specific policy that deals with redundancy. The Pensions Discretions Policy sets out the discretions that would be applied to the compensation given in a redundancy situation, but does not constitute a Redundancy Policy.
- 1.3 This paper presents the Executive with a Redundancy Policy which sets out clearly the position that the Council will take in any redundancy situation. This forms a clear and explicit statement for both the Council and its employees.

2 RECOMMENDATION

- 2.1 Agree that the Redundancy Policy is forwarded to the Council for approval.

3 DETAIL

- 3.1 The Council has statutory duties in relation to redundancy that are adhered to in all cases, but have not been explicitly captured in a policy document. The Redundancy Policy sets out those duties in a clear way that enables members, managers, employees and their representatives to understand the approach that the Council will take in any redundancy situation. Officers have taken advice and guidance from ACAS and Brodies on the content of the draft policy. It is intended that the Redundancy Policy will apply to all Council employees.
- 3.2 The Policy refers to a number of procedural documents that are not attached, as they relate to operational management rather than Council policy.
- 3.3 In addition to clarifying the Council's approach to statutory duties, the Policy clearly states that compulsory redundancies are the last option that the Council would undertake as a means of reducing employee numbers.
- 3.4 The Policy and associated procedures have been discussed in depth with Trade Union representatives. Their involvement in the preparation of this policy is without prejudice to their opposition to redundancy.

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

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' representatives
Legal	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