

## 11. Revised Redundancy Policy

### Purpose of report

1. To provide the Authority with the revised draft Redundancy Policy for approval.
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### Recommendation

***The Policy and Resources Committee recommend that the revised draft Redundancy Policy be approved.***

### Background

2. The Redundancy Policy has recently been reviewed in accordance with the Service's review schedule. Members will be aware that the current climate leaves all public authorities facing difficult change and it is inevitable that redundancies will need to be made. It was therefore felt timely to review the policy to ensure that it represented best practice, was flexible and financially sustainable. The main aim of the review was to provide more explanatory detail of the current procedures, however there are a few substantive changes.
3. The key changes relate to:
  - Inclusion of the option for voluntary redundancy.
  - Pay protection for those staff redeployed into alternative roles from three years full pay to a sliding scale over a three year period.
4. The Trade Union representatives and Senior Management Board have been fully consulted on the revised policy.

### Conclusion/Summary

5. The Policy and Resources Committee have considered the revised draft redundancy policy and recommend that it be approved by the Authority.

### Financial Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are financial issues that require consideration	Yes	3

## Legal Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are legal issues e.g. contractual and procurement, reputational issues that require consideration	No	

## Additional Considerations

6. The table below sets out any additional issues contained in this report and identifies the relevant paragraphs in the report where such issues are addressed.

Consideration	Yes/No	Reference in Report i.e. paragraph no.
<b>Resources</b> (e.g. Assets, ICT, Human Resources, Training & Development, Sustainability).	No	
<b>Strategic Policy Links</b> (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	No	
<b>Risk Management / Health &amp; Safety</b> (e.g. risk management and control measures, risk register score).	No	
<b>Consultation with Representative Bodies</b>	Yes	4

## Supporting Information

Appendix 1 – Redundancy Policy

## Contact Officer

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