

Report to: Employment Committee

Date: 9 September 2020

Title: Medical Redeployment Policy

Report of: Helen Knight, Head of HR

Ward(s): All

Purpose of report: To align the policies of Lewes District and Eastbourne Borough Council regarding medical redeployment.

Officer recommendation(s): To approve the new policy.

Reasons for recommendations: The Councils take seriously their obligation to seek redeployment for staff who find themselves unable to continue in their present post due to a medical condition or disability.

Medical redeployment is considered when we have explored whether reasonable adjustments can be made to the individual's current role to enable them to continue in that post, but has determined that such adjustments are not feasible.

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1 Introduction

- 1.1 Lewes District and Eastbourne Borough Councils have jointly committed to bringing policies and procedures together as part of the Joint Transformation Programme (JTP) which is an important step towards aligning our people and business practices.
- 1.2 A review of the existing policies regarding medical redeployment across Lewes and Eastbourne has been undertaken and a new policy developed.
- 1.3 There are no significant changes to the policies previously held by both councils although we have aligned the position on pay protection to reflect the approach taken by the councils in redundancy situations.

- 1.4 This revised policy will be implemented by publication on the council intranet known as 'The Hub' following approval with communication and training issued to managers and staff.
- 1.5 Unison has been consulted on the new policy and requested some further clarity which has been incorporated.
- 1.6 Joint Staff at Eastbourne approved this new policy on 20 February 2020.

2 Financial appraisal

- 2.1 The implementation of this revised policy should have no financial impact in that it will not increase the cost to the council of medically redeploying a member of staff and it ensures clarity and consistency for the member of staff regarding their financial position in this situation.
- 2.2 Any costs associated with the roll out of this policy and the subsequent training will be contained within the current budget provision. However, financial implications may arise if and when the matters under review are implemented with or without any modifications.
- 2.3 Taking into consideration that future numbers of staff that will qualify for protected payments are difficult to predict and so future savings levels would be uncertain at this time. Any report with recommendations for decision that goes to Cabinet/ Council will set out any financial implications arising from those recommendations.

3 Legal implications

- 3.1 On the basis that the Medical Redeployment Policy under consideration represents no significant change from the separate policies previously applicable to EBC and to LDC, there are no legal implications associated with this report.

Lawyer consulted 31.01.20

Legal Ref: 008932-JOINT-OD

4 Risk management implications

- 4.1 I have completed the Risk Management Implications questionnaire and this report is exempt from the requirement because it is a progress report/budget monitoring report/development control report.

5 Equality Analysis

- 5.1 Equality analysis is attached as an appendix to this report.

6 Appendices

- 6.1 Appendix 1 - Eastbourne Borough Council and Lewes District Medical Redeployment Policy
Appendix 2 - Equality and Fairness Analysis on Medical Redeployment Policy

7 Background Papers

7.1 None.