

Body: CABINET

Date: 10 December 2014

Subject: HUMAN RESOURCES POLICY REVIEW

Report of: Head of Corporate Development

Ward(s): ALL

Purpose: To share and propose a revised Redundancy and Redeployment Procedure

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Recommendations: That Cabinet :

1. approve the amended policy and recommend to Council for adoption.

1.0 Introduction

1.1 The Human Resources Strategy 2013-15 was approved by Cabinet in July 2013 and is the overarching strategic framework by which Eastbourne Borough Council's HR Team will support the organisation in achieving its long term business goals and outcomes.

1.2 The Strategy contains 5 priorities:

1. Develop and promote a performance management culture across the Council
2. Build capacity and capability within the Council
3. Ensure fit for purpose structures, job designs and reward
4. Deliver a core HR function with increasing focus on adding and creating value for our customers
5. Customer Service

1.3 Each of the priorities has a number of tangible outputs and measures of success. One output for Priority 4 – Deliver a core HR function with increasing focus on adding and creating value for our customers – is *'We will review all HR policies and procedures to make them shorter and simple to apply'*.

2.0 The Policy Review

2.1 The review of HR policies has been taking place over the last 12 months.

2.2 The majority of the changes have been around the style, format and length of the documents, with a view to making them more practical

and user friendly. Changes have also been made to reflect statutory (legislative) amendments.

2.3 The Redundancy and Redeployment Policy identified in Appendix One replaces the existing Alternative Employment Policy (AEP). Feedback from staff indicates that the provisions of the AEP are not fully understood. Experience of the HR team in the application of the AEP indicates that it does not adequately reflect the process to follow in cases of restructuring and redundancy, and is not clear about the support mechanisms in place for staff. Both these aspects have been considered in the drafting of the new policy, along with updated legislative requirements which are largely around statutory consultation requirements.

2.4 The new policy also gives clearer advice about the process for voluntary redundancy and the parameters within which it will be offered.

3.0 Consultation

3.1 Full discussions have taken place with Unison who have made some helpful and positive contributions to the policy being presented to Cabinet and have indicated their agreement to the content.

4.0 Resource Implications

4.1 There are no financial implications associated with the policy review.

5.0 Conclusion

Cabinet will recognise the enormous transformation that continues to take place at EBC. It is vital to ensure that our HR policies and procedures reflect the current organisation and are able to effectively support our transformational journey. Accordingly, Cabinet is asked to:

1. Approve the revised HR policy
2. Recommend adoption by Council

Peter Finnis
Head of Corporate Development
