



Meeting: Council

Date: Wednesday 18 February 2015

Subject: Redundancy and re-deployment policy

Report of: Councillor Troy Tester on behalf of the Cabinet

The Council is asked to consider the minute and resolution of the Cabinet meeting held on 10 December 2014 as set out below.

Further copies of the report to Cabinet are available on request – please see end of this report. A copy may be seen on the Council’s website by following the link below:

<http://democracy.eastbourne.gov.uk/ieListDocuments.aspx?CIId=125&MIId=1269&Ver=4>

The Council is recommended to:-

Adopt the redundancy and re-deployment policy as a replacement to the alternative employment procedure.

***49 Redundancy and re-deployment policy**

49.1 Cabinet considered the report of the head of corporate development. The council’s human resources policies and procedures were currently being reviewed. This report proposed a new redundancy and redeployment policy to replace the existing alternative employment procedure (AEP). It was believed that the AEP did not adequately reflect the process to follow in cases of restructuring and redundancy, and was not clear about the support mechanisms in place for staff. Both these aspects had been considered in the drafting of the new policy, along with updated legislative requirements which were largely around statutory consultation requirements. The new policy would also give clearer advice about the process for voluntary redundancy and the parameters within which it would be offered.

49.2 Full discussions had taken place with Unison who had made some helpful and positive contributions to the policy being presented to cabinet and had indicated their agreement to the content.

***49.3 Resolved (policy framework):** That full council be recommended to adopt the redundancy and re-deployment policy as a replacement to the alternative employment procedure.

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