

EAST HERTS COUNCIL

CORPORATE MANAGEMENT TEAM - 29 MAY 2012

LOCAL JOINT PANEL - 13 JUNE 2012

HUMAN RESOURCES COMMITTEE - 11JULY 2012

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

REVISED REDUNDANCY AND APPEALS POLICIES

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- To approved the revised Redundancy and Appeals Policies

<u>RECOMMENDATIONS FOR CORPORATE MANAGEMENT TEAM: That:</u>	
(A)	The revised Redundancy and Appeals Policies are approved
<u>RECOMMENDATIONS FOR LOCAL JOINT PANEL: That:</u>	
(A)	The revised Redundancy and Appeals Policies are recommended for approval
<u>RECOMMENDATIONS FOR HR COMMITTEE: That:</u>	
(A)	The revised Redundancy and Appeals Policies are approved

1.0 Background

- 1.1 The Council's Redundancy and Appeals Policies were last reviewed in 2009. The Council's programme of policy review is after two years or sooner in line with legislation and best practice.
- 1.2 The Council has been through a number of large restructures in the last twelve months. Areas where the policies could be improved were identified and these revised policies reflect those changes. The full policies can be found at **Essential Reference**

Paper 'B' (Redundancy Policy) and Essential Reference Paper 'E' (Appeals Policy).

2.0 Report

Key changes – Redundancy Policy

- 2.1 The formal consultation process timeline has been improved. Formal consultation now takes place prior to a CMT report being submitted for approval. This is in line with both best practice and the practices of Stevenage Borough Council and North Hertfordshire District Council. This will ensure a smoother process for any restructures linked to shared support service.
- 2.2 It is proposed that the redundancy calculator is reviewed with Unison as part of the proposed shared services.
- 2.3 The process for applying for voluntary redundancy and criteria for approval have been more clearly explained and defined.
- 2.4 Suitable alternative employment and the process for agreeing/declining offers have been expanded to ensure clarity.
- 2.5 Notice periods for compulsory and voluntary redundancy have been clearly outlined.
- 2.6 The appointment and selection process has now been expanded and includes the selection methodology.

Key changes – Appeals Policy

- 2.7 New grounds for appeal have been added including ringfencing/slotting in; suitable alternative employment, dismissals for Some Other Substantial Reason (SOSR) and declining flexible working requests.
- 2.8 The Appeals Procedure will now apply to any formal appeal, even if it is not directly specified in the policy, unless it is already subject to a separate appeals process, e.g. job evaluation appeals.
- 2.9 Improvements have been made in the process, giving clarification on who will hear the appeal and confirming if an employee is working their notice period the appeal will run concurrently.

3.0 Implications/Consultations

- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

None

Contact Officer: Emma Freeman – Head of People, ICT and Property Services
01992 531635
Emma.Freeman@eastherts.gov.uk

Report Author: Emma Freeman – Head of People, ICT and Property Services
01992 531635
Emma.Freeman@eastherts.gov.uk