

East Herts Council Report

Local Joint Panel

Date of meeting: 21 May 2024

Report by: HR and Organisational Development Service Manager

Report title: Redundancy Policy

Ward(s) affected: None

Summary:

This report concerns the Redundancy policy. It proposes an update to reinstate a clause that is not in the current policy but is required to protect the Council and public money.

RECOMMENDATIONS FOR Local Joint Panel:

- a) To approve the updated Redundancy Policy

1.0 Proposal(s)

1.1 The proposals are set out in the recommendations below.

2.0 Background

- 2.1 This policy used to have a clause that prevented employees from taking redundancy money and then being rehired. At some point, this clause fell off the policy, but neither HR nor the union have a record of this change, nor do we have a record of a policy before 2009.

3.0 Reason(s)

- 3.1 We propose adding the clause back in, as allowing someone to take public money and rejoin so quickly is not good practice. We spoke to Unison, and she supports the additional clause: Previous policies included the reference, but there is no record of it being removed and not included in the latest version. It is common

practice in other Local Authorities and keeps us in step with public and private sector processes and procedures.

3.2 Added into 10.9:

Employees who take redundancy will be ineligible to apply for or be appointed to any roles within East Herts District Council for a minimum of six months from the date of their departure.

3.2 The policy has been approved by the Leadership Team and Unison.

4.0 Options

4.1 N/A

5.0 Risks

None

6.0 Implications/Consultations

Community Safety

No

Data Protection

No

Equalities

No

Environmental Sustainability

No

Financial

No

Health and Safety

No

Human Resources

Yes – as set out in the report.

Human Rights

No

Legal

No

Specific Wards

No

7.0 Background papers, appendices and other relevant material

7.1 The updated policy can be found in Appendix 1.

Contact Officer

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