

# **East Herts Council Report**

## **Human Resources Committee**

**Date of meeting: 05 June 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. This policy was approved by the local joint panel on 21 May 2024 and added in the waiver clause via Chief Executive to address the request of a Unison representative to enable us to cover niche cases.

### **RECOMMENDATIONS FOR Human Resources Committee:**

- 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 the Union Branch Secretary 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. In extenuating circumstances, the Chief Executive/Deputy Chief Executive may waver this clause at the request of the Head of Service.

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

## **4.0 Options**

4.1 N/A

## **5.0 Risks**

5.1 None

## **6.0 Implications/Consultations**

6.1 This policy was approved by the local joint panel on 21 May 2024. Adding in the waiver clause via Chief Executive to address the request of Unison representative to enable us to cover niche cases.

## **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**

Alex Wanless, HR and OD Service Manager

[alex.wanless@eastherts.gov.uk](mailto:alex.wanless@eastherts.gov.uk)

**Report Author**

Alex Wanless, HR and OD Service Manager

[alex.wanless@eastherts.gov.uk](mailto:alex.wanless@eastherts.gov.uk)