

East Herts Council Report

Local Joint Panel

Date of meeting: Tuesday 19 May 2026

Report by: Laura Smith, Senior Shared HR Business Partner

Report title: Redundancy Alignment

Ward(s) affected: None

Summary – East Herts District Council acknowledge that the current redundancy terms as stipulated in the council's redundancy policy, specifically the redundancy payment multiplier are notably less favourable than those of many neighbouring local authorities across Hertfordshire.

RECOMMENDATION FOR LOCAL JOINT PANEL

- a) Recommend that the Human Resources Committee approve the change to the redundancy multiplier from 2 to 2.2 as outlined in the report.**

1.0 Proposal(s)

- 1.1 That the redundancy multiplier is aligned with the majority of the neighbouring local authorities in Hertfordshire.

2.0 Background

2.1 The Council's current redundancy terms, specifically the payment multiplier, is currently less favourable than those offered by many neighbouring local authorities across Hertfordshire. This disparity has become increasingly visible as councils benchmark their employment policies in preparation for future structural changes due to Local Government Re-organisation.

2.2 When calculating redundancy payments, actual weekly pay is used alongside a sliding scale of age (see Appendix 1). Other

authorities apply a multiplier to the actual weekly pay in the calculation.

2.3 With Local Government Reorganisation on the horizon, there is a realistic possibility that workforce reductions may be required as part of any transition to new operating models. In this context, it is timely and prudent to review the Council's redundancy terms to ensure that they are fair, competitive and aligned with other Hertfordshire local authorities and to ensure that our employees would not be disadvantaged.

2.4 All authorities in Hertfordshire were contacted for benchmarking. The following table compares the Council's position with those authorities who responded to the request.

Authority	Multiplier used
Stevenage	2.5
Broxbourne	2.2
Hertsmere	2.2
Dacorum	(Pre 2017) 2 (Post 2017) 1.7
East Herts	2
St Albans	2.2
Three Rivers	2.2
Watford	2.2
Welwyn Hatfield	2.2
North Herts DC	2

Hertfordshire County Council	Age
	<21 0.5
	<40 1
	>40 1.5

Based on the information shown above, it is recommended that East Herts increases its redundancy multiplier from 2 to 2.2, bringing it into align with the majority of Hertfordshire councils

NB- Broxbourne Council has recently increased their multiplier from 0 to 2.2.

2.5 East Herts and Broxbourne council staff will be transferred to the same new unitary council. Work has already begun to align policies.

3.0 Reason(s)

3.1 This proposed alignment will ensure that East Herts employees are treated fairly and receive the same compensation as the majority of other Hertfordshire council employees.

4.0 Options

4.1 Agree the proposed alignment from 2 to 2.2 **Recommended**

4.2 To remain as 2 **Not recommended**

5.0 Risks

5.1 Not aligning with other councils could leave East Herts at risk of staff being treated less favourably and

5.2 Employees could move to another council where the multiplier is more favourable

6.0 Implications/Consultations

None

Community Safety

None

Data Protection

None

Equalities

By making the outlined change to the East Hert's redundancy policy it will ensure that staff at East Herts are not treated any less favourably with regards to redundancy payments.

Environmental Sustainability

None

Financial

Yes - The change outlined to the redundancy policy has the potential to increase staffing costs at the Council. However, no redundancies are currently planned at East Herts. The Council has a put aside a reserve to fund any redundancies that occur in advance of vesting day (1/4/28). Any redundancies that occur after this date will be the responsibility of the newly formed unitary authority to where East Herts staff have transferred to. Therefore, the financial risk of this implementation is low.

Health and Safety

None

Human Resources

Yes – The Human Resources team will make updates to the current redundancy policy to reflect the agreed changes.

Human Rights

None

Legal

None

Specific Wards

None

7.0 Background papers, appendices and other relevant material

7.1 Appendix 1 – Multiplier table

7.2 Appendix 2 – Redundancy Policy

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