

EAST AYRSHIRE COUNCIL

CABINET – 3 OCTOBER 2007

LOCAL GOVERNMENT EMPLOYEES, CRAFT EMPLOYEES AND CHIEF OFFICIALS REVISED REDUNDANCY POLICY AND PROCEDURES

Report by Depute Chief Executive/Executive Director of Corporate Support

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to advise Cabinet of proposed amendments to the Council's Redundancy Policy and Procedures, subject to consultation with Trade Unions.

2. BACKGROUND

- 2.1 The Council's current Redundancy Policy was approved by the Council at its meeting on 24 September 1998 and communicated to employees in PER Circular 16/98. The Corporate Governance Committee at its meeting on 19 April 2007 agreed an enhanced redundancy payments scheme under The Local Government (Discretionary Payments and Injury Benefits) (Scotland) (Amendment) Regulations 2006 of a maximum of 66 weeks pay based on employees' age and service.
- 2.2 A review of the Redundancy Policy and Procedures has been necessary to ensure that the Council continues to take account of new legislation and reflect best personnel practice.
- 2.3 The Redundancy Policy and Procedures are applicable to Local Government Employees, Craft Operatives, the Chief Executive and Chief Officers. **They do not apply to Teaching Staff who have their own Policy and Procedures.**
- 2.4 Copies of the revised Redundancy Policy and Procedures are available in the Members' Information Point. The main changes proposed are summarised below:

3. PROPOSED CHANGES

- 3.1 The documentation has been updated to reflect:
- the deletion of the normal basis for selection for redundancy being "last in first out" . The new basis for selection of redundancy to be discussed with the Trade Unions prior to implementation on the Council's need to ensure that the necessary skills, knowledge and balanced workforce are maintained to continue to provide best value in the provision of services (Paragraph 2.4);
 - the newly agreed enhanced redundancy payments scheme (Paragraph 3.1 (c) (1));
 - the new Committee structure within the Council (Paragraph 4);

- 3.2 The standard letters, forms and other documentation used in the redundancy process will all be updated to reflect the proposed changes.
- 3.3 The revised Policy and Procedures will continue to assist the Council to achieve and sustain a corporate and consistent approach to redundancy situations thereby assisting the Council to operate effectively and deliver quality services.

4. COMMUNICATIONS

- 4.1 Employees will be made aware of the amendments to the above Policy and Procedures via the Council's intranet site, Eastwords and the issue of a relevant PER Circular.

5. FINANCIAL IMPLICATIONS

- 5.1 Any additional costs arising from the proposed changes to the Redundancy Policy and Procedures will be contained within existing budgets.

6. POLICY/LEGAL IMPLICATIONS

- 6.1 The proposed changes will ensure that the Council meets its legislative requirements as an employer and continues to follow best practice guidelines including those laid down by Audit Scotland. The proposals meet the pursuit of continuous improvement and best value and the guiding principles of the Community Plan.

7. TRADE UNIONS

- 7.1 The proposed changes are subject to Trade Union consultation.

8. RECOMMENDATIONS

- 8.1 Cabinet is asked to recommend the above changes to the Council's Redundancy Policy and Procedures to Cabinet, subject to consultation with Trade Unions.

Elizabeth Morton
Depute Chief Executive/
Executive Director of Corporate Support
13 September 2007

LIST OF BACKGROUND PAPERS

1. Current Redundancy Procedure (September 1998)
2. Report on Age Regulations by the Depute Chief Executive/Executive Director of Corporate Support to Corporate Governance Committee of 19 April 2007.
3. Revised Redeployment Policy and Procedures (June 2007).

Any person wishing further information should contact Martin Rose, Head of Personnel (Telephone 01563 576092).