

HUMAN RESOURCES & COUNCIL TAX COMMITTEE

24 FEBRUARY 2022

REPORT OF ASSISTANT DIRECTOR (PARTNERSHIPS)

A.3 ORGANISATIONAL CHANGE AND REDUNDANCY POLICY REVIEW (Prepared by Katie Wilkins)

PART 1 – KEY INFORMATION

PURPOSE OF THE REPORT

To update the Human Resources & Council Tax Committee on the review of the Council's Organisational Change and Redundancy Policy in line with employment legislation, identified best practice and changes relating to the Local Government Pension Scheme (Augmentation - Regulation 52).

EXECUTIVE SUMMARY

The purpose of the review of the Council's Organisational Change and Redundancy Policy is principally to incorporate changes made as a result of the amendments made to the Local Government Pension Scheme in relation to compensation payments for early release (Augmentation – Regulation 52). This regulation has been replaced by Regulation 31 – which is covered by the Authority's Pension Discretions.

The Organisational Change and Redundancy Policy follows the ACAS guidance on handling redundancy situations and best practice. The policy provides both employees and managers with a clear and comprehensive framework for dealing with redundancy situations.

Throughout the policy, an additional reference has been made to the Council's Employee Assistance Programme which is further support the Council provides to employees.

Unison has been consulted on the revised Organisational Change and Redundancy Policy and have offered agreement and support for the implementation of these proposals.

For ease of reading, the changes to the updated policy are in ~~striketrough~~ text or *italic* text and are indicated in red font.

RECOMMENDATION(S)

It is recommended that the Committee notes and endorses the content of the revised Organisational Change and Redundancy Policy.

PART 2 – IMPLICATIONS OF THE DECISION

DELIVERING PRIORITIES

This updated policy will ensure that the organisation continues to observe recognised best practice and employment legislation as a responsible employer.

FINANCE, OTHER RESOURCES AND RISK

No specific risks have been identified. This is a policy refresh and update which is needed to ensure best practice and continued legal compliance. This work sits within existing budgets.

LEGAL
The Council has a duty to ensure its Organisational Change and Redundancy Policy is compliant in accordance with employment law and best practice in line with ACAS Codes of Practice and guidance.
OTHER IMPLICATIONS
None

PART 3 – SUPPORTING INFORMATION

Organisational Change and Redundancy Policy
<p>The Council's Organisational Change and Redundancy Policy has undergone a review.</p> <p>There have been no substantial changes to the Policy apart from the deletion of wording in section 4.1 which details the discretion afforded to Council's to buy additional years' service for employees (Augmentation).</p> <p>The document ensures that the Council adheres to current legislation and follows best practice, as outlined in the ACAS guidance on handling redundancy situations specifically:</p> <ul style="list-style-type: none"> ▪ Definition of Redundancy; ▪ Consultation; and ▪ Statutory Notification. <p>The policy offers a fair and consistent approach to all our employees. It gives clear guidance on what the expectations are of the employee and the manager in relation to dealing with an organisational change and redundancy situation.</p> <p>Reference has been added to the Employee Assistance Programme (EAP) in section 2, section 3.5 and in Appendix A.</p> <p>The Policy has been updated to include the responsibilities of Assistant Directors which, for the purposes of this policy, mirrors the responsibilities of the Heads of Departments.</p>
CONCLUSIONS
The updated Organisational Change and Redundancy Policy will ensure that the Council maintains its high standard of employment practices and has a policy that observes best practice and current employment legislation.
APPENDICES
Organisational Change and Redundancy Policy – October 2021