

REDUNDACY AND REDEPLOYMENT

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REVIEWED BY	Mariana Philipova	
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Policy Statement

This organisation undertakes regular reviews of workforce planning and development across all of its service delivery activities. Such reviews are undertaken for a number of reasons which include the best use of resources which could be a result of reduced public funding. These reviews can sometimes lead to restructuring or withdrawal of services etc., which may in turn lead to redundancies. In addition, a redundancy situation may occur where there is a loss of contract involving the local authority or NHS. Whenever it becomes apparent that a redundancy situation may occur, the process will be undertaken in a fair and transparent manner, according to the employment law and guidance applicable at the time. This policy applies to all employees.

Principles:

- Where a dismissal is proposed because the requirement for an employee to do a particular kind of work has reduced or ceased (or is expected to reduce or cease), the redundancy dismissal will be genuine.
- All reasonable attempts will be explored to avoid redundancy situation.
- All employees affected and their representative will be informed via a formal consultation process.
- Handling small-scale redundancies. This guidance is for small businesses proposing to make fewer than 20 employees redundant.

This guidance is produced and regularly updated by the Advisory Conciliation and Arbitration Service (ACAS). They give step-by-step guidance on how to handle the redundancy process. They can be found at: acas.org.uk. Redundancy is a legal process covered by s.139 of the Employment Act 1996 and due attention and diligence to process is imperative.

Redeployment

Where possible and if reasonable, the redundant person may be offered a different position within the organisation as an alternative to a redundancy dismissal: this is known as redeployment. Redeployment is offered before redundancy and legal considerations apply in terms of employment law requirements.

Re-employment

This term describes the re-employment of an individual after redundancy dismissal has been served. It is usual that a period of time lapses before re-employment. In this organisation, a period of 3 months from the date of redundancy dismissal must pass before recommencement of employment in any capacity within the organisation. Full recruitment and selection procedures apply to any such appointments.

Training Statement

Only the registered manager will implement this process, following the up to date guidance indicated above, taking all relevant legislative requirements into account.

Related Policies
Good Governance
Grievance
Recruitment and Selection