

Security of Employment and Redundancy Policy

The view from UNISON/UNITE on this matter is as follows:

Redundancy - we wish to claim a multiplier of x4 rather than the x2.5 in the proposed policy. Our grounds for this claim are –

1. We believe that people made redundant should receive a decent package if they are forced to leave employment with the Council and one which gives them (at least some short term even for younger employees with less service) security for their standard of living if their employment with the Council is terminated.
2. Whilst we accept that the new package is cost neutral there are still a number of potential losers from this new policy particularly those in a higher age bracket when compared to the old policy which offered added years onto ones pension in addition to a redundancy payment. But with higher multiplier this would ensure that nobody is potentially any worse off.
3. That an x4 multiplier is offered by Kennet District Council and that as a progressive and model employer (as stated by the aims of the new administration of the Council) this Council should be aiming at the best provision not settling for anything less for its staff.
4. That a higher multiplier makes redundancy less and not more likely and is therefore affordable. This is because if management in the Council have to take into account high redundancy costs in formulating restructures this makes losing employees due to redundancy a much less attractive proposition. Our unions believe in security of employment and retaining skilled and experienced members of staff within this authority. A higher multiplier with a more decent redundancy package may appear at first hand to be over generous but in fact would act to make managers think harder about whether a restructure that creates redundancy is one that is efficient and beneficial and would ensure real effort is made to offer suitable alternative employment as an alternative to having to pay redundancy if a restructure is genuinely necessary.