

STAFFING POLICY COMMITTEE
11 NOVEMBER 2009

**IMPLEMENTATION OF ADDITIONAL WILTSHIRE COUNCIL
STATUTORY POLICY – REDUNDANCY POLICY**

Purpose of Report

1. To request approval to an additional policy (Redundancy) that has been agreed by the Joint Consultative Committee

Background

2. In preparation for the new Wiltshire Council a number of statutory policies and procedures had to be developed and agreed via the Joint Consultative Committee process to be in place on 1st April 2009.
3. In July 2009 Staffing Policy Committee retrospectively approved the introduction of five new Wiltshire Council policies and procedures, introduced on 1st April 2009, these being: -
 - a. Disciplinary Policy & Procedure
 - b. Capability Procedure
 - c. Grievance Policy & Procedure
 - d. Absence Management Policy & Procedure
 - e. Some Other Substantial Reason Termination Procedure
4. This process was completed prior to vesting day. The policies and procedures have been communicated to staff and are now active in the new Council.

Main Considerations for the Council

5. In addition to these five new policies and procedures, the Joint Consultative Committee was also asked to agree a new Redundancy Policy. However, there were some areas of this new Policy which were not agreed and were subsequently approved by the Joint Consultative Committee. Under normal circumstances this Policy would have been approved by Staffing Policy Committee prior to implementation. However as with the policies and procedures already agreed this is specific to the new Council and approval is sought from the Council albeit retrospectively.

Environmental Impact of the Proposal

6. None.

Risk Assessment

7. None.

Financial Implications

8. None

Proposal

9. To approve retrospectively, the new statutory Redundancy Policy for Wiltshire Council.

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The following unpublished documents have been relied on in the preparation of this Report: None.