

**Redundancy Policy and Procedure
for chief and senior officers**

Purpose of Report

This report presents the redundancy policy and procedure for chief and senior officers.

Background

1. The redundancy policy and procedure for chief and senior officers applies to those officers whose posts fall within the officer employment procedure rules contained within part 15 of Wiltshire Council's constitution.
2. It is largely based upon the standard redundancy policy and procedure but includes additional processes that are required in relation to chief and senior officer posts.
3. Human Resources aims to create policies which are consistent in format, easy to read and understand and are fit for purpose. This policy is in the new format which supports these aims.

Main Considerations for the Council

4. In creating the policy key stakeholders were consulted including legal services, human resources and the policy was agreed by the unions at the Joint Consultative Committee on 2 February 2011.
5. The main changes to the redundancy policy and procedure for chief and senior officers are:
 - The Senior Officers Employment Sub-committee will make a recommendation regarding any voluntary or compulsory redundancy decisions, which will be notified to Cabinet for final decision.
 - Any appeal against the decision not to allow voluntary redundancy, or against the decision to terminate employment on grounds of compulsory redundancy, will be heard by the Staffing Appeals Sub-committee.
 - The Officers Appointments Committee will conduct selection interviews as part of the ownership/ringfencing process and make recommendations regarding appointments which will be notified to Cabinet for final decision.
 - The Appeals Committee will hear any appeals relating to the ownership/ringfencing process.

Environmental Impact of the Proposal

6. None.

Equalities Impact of the Proposal

7. An Equalities Impact Assessment has already been undertaken on the redundancy policy and procedure and no further EIA is required in respect of the chief and senior officers policy

Risk Assessment

8. None

Options Considered

9. None.

Recommendation

10. To recommend Council approve the redundancy policy and procedure for chief and senior officers.

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The following unpublished documents have been relied on in the preparation of this Report: None