


# REDUNDACY AND REDEPLOYMENT

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<b>REVIEWED BY</b>	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](http://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*