

## Merseyside Fire and Rescue Service

### Equality Impact Assessment

<b>Title of policy:</b>	<b>Redundancy/ Redeployment Policy</b>
<b>Department:</b>	<b>People and Organisational Development</b>
<b>Date:</b>	<b>13/12/10</b>

You identified this policy as needing a full Equality Impact Assessment (EIA). You should complete sections 1 – 5 below (where appropriate) before sending to [DiversityTeam@merseyfire.gov.uk](mailto:DiversityTeam@merseyfire.gov.uk) for inclusion on the next DAG meeting agenda.

#### **1: Identify the aims and purpose of the policy**

*This should identify “the legitimate aim” of the policy (there may be more than one)*

To reduce the numbers of people employed by the Authority in order to reduce the wage bill because reduced funding through the government’s Spending Review

To retain the skills and abilities of core members of staff in a fair and objective way

#### **2: Identify the individuals and organisations who are likely to have an interest in, or be affected by the policy.**

*This should identify the persons/organisations who may need to be consulted about the policy or procedure and its outcomes (There may be more than one)*

The policy applies to all employees, it has been agreed by ELT and as a consequence the policy and procedure will be ratified by Elected Members (the Authority) and consultation held with FBU, Unison, Unite, GMB, AND FAO

### **3. Monitoring**

*Summarise the findings of any monitoring data you have considered regarding this policy. This could include data which shows whether the policy is having the desired outcomes and also its impact on members of different equality groups.*

The policy has not yet been utilised in its current format, but is based upon the previous policy and Voluntary severance exercise which ensured confidential dealings with individuals, full trade union consultation in accordance with legislative guidelines and best practice, and employee consultation which ensured each individual had all relevant information available before any final decisions were made no complaints were received.

Whilst not all applicants accepted the packages they were offered all were content with the process.

In relation to this policy all records will be kept electronically , password protected and fully confidential

The redeployment process will be built into the E-Recruitment system ensuring ease of application for those seeking redeployment, and live records to ensure reduced timescales and as much opportunity as possible for all employees affected

### **4: Research**

*Summarise the findings of any research you have considered regarding this policy. This could include quantitative data and qualitative information; anything you have obtained from other sources e.g. CFOA/CLG guidance, other FRSs, etc*

The policy and procedures are based on ACAS Guidance and templates, as well as guidance provided by the CIPD (Chartered Institute of Personnel and Development).

The Policy updates the Authorities previous Redundancy Policy

The legal input was researched through Xpert HR legal helpline, and ratified by the Director of Law

Consultation was also held with all regional HR Directors to verify levels of remuneration within their Authorities and ensure regional consistency

### **5. Consultation**

*Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in section 2 above) Outline any plans to inform consultees of the results of the consultation*

This will be consulted on with all relevant Trade Unions as identified in Section 2.

The service has a clear consultation strategy which will be adhered to that facilitates trade union input and details all agreed changes at the point of closure

### **6. Conclusions**

*Taking into account the results of the monitoring, research and consultation, set out how the policy impacts or could impact on people from the following protected groups? (Include positive and/or negative impacts)*

### **6.1 Age**

The national legislation in relation to Redundancy specifies levels of entitlement in relation to age and this is contained within the body of the Policy. It is recognised that if voluntary redundancy is offered as an option this may be most attractive to older workers with longer service because of the statutory redundancy multipliers.

### **6.2 Disability**

Persons with a disability may have difficulty accessing the procedure because of a particular disability.

The Authority will exclude absences related to disabilities recognised by the Equalities Act 2010 and will consider all reasonable adjustments to enable disabled employees to remain in employment

Persons on disability related sick leave may have difficulties accessing the procedure

### **6.3 Gender**

Until selection pools or posts at risk are determined it is not possible to state that there will not be a detrimental impact on either sex. In roles that have traditionally been split on gender lines, employees may be adversely affected if these areas are affected by cuts or restructures.

Women on maternity leave have special protection regarding redundancy under the Maternity and Parental Leave Regulations 1999

### **6.4 Race**

Recent work has been undertaken to attract under represented groups from the community and therefore LIFO has been rejected as a selection criteria to minimise the impact on these groups.

### **6.5 Religion or Belief**

This is not included as a redundancy selection criterion and it is not expected to impact in relation to Religion or Belief. Employees will be placed in a pool determined by the necessary skills sets required for future roles.

### **6.6 Sexual Orientation**

This is not included as a selection criterion and it is not expected to have a negative impact in relation to Sexual Orientation.

## 7. Decisions

*If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way. If no changes are proposed, the policy needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 1 above.*

The Redundancy procedure provides a transparent and understandable framework within the current legislative procedures, to facilitate the termination of Fire Service Employees on the grounds of Voluntary or Compulsory Redundancy, it provides clear consultation protocol and timescales for clarity of any employee who becomes involved in this process, and provides the ability for the Authority to compensate in excess of the National Regulations

The Redeployment policy provides a procedure to ensure that those employees involved in compulsory termination of their employment have the opportunity to apply for, and be trained to attempt to find them suitable alternative employment. The procedure also provides access to Outplacement support for staff to support any applications made outside of the organisation to external companies

In respect of specific issues raised:

- Although age is a factor in the statutory redundancy provisions adopted in the procedure, it will not be used as a single factor for redundancy. The Procedure will not therefore discriminate unlawfully against older people
- The policy ensures that any disability is taken account of and dealt with strictly in relation to the law when any element of redundancy selection is completed,
- Advice will be sought from the Diversity Team on the provision of reasonable adjustments for staff who cannot or have reduced access to the policy
- Staff on sick leave (whether disability related or otherwise) will be included in the policy
- Women on maternity leave will be considered separately under the policy in line with Regulation 10 of the Maternity & Parental Leave Regulations 1999

## 8. Equality Improvement Plan

*List any changes to our policies or procedures that need to be included in the Equality Action Plan/Service Plan.*

Action Planned	Responsibility of	Completed by
Modelling of the outcomes of the policy will be undertaken for diversity	Director of POD	A. Cross