

AGENDA ITEM:

<b>REPORT TO:</b>	<b>MERSEYSIDE FIRE &amp; RESCUE AUTHORITY MEETING</b>
<b>DATE:</b>	<b>16<sup>TH</sup> DECEMBER 2010</b>
<b>REPORT NO.</b>	<b>CFO/212/10</b>
<b>REPORTING OFFICER:</b>	<b>DEPUTY CHIEF EXECUTIVE &amp; DEPUTY CHIEF FIRE OFFICER</b>
<b>CONTACT OFFICER:</b>	<b>NICK MERNOCK, DIRECTOR OF PEOPLE &amp; ORGANISATIONAL DEVELOPMENT, EXTN. 4320</b>
<b>OFFICERS CONSULTED:</b>	
<b>SUBJECT:</b>	<b>REVISED REDUNDANCY &amp; REDEPLOYMENT POLICY &amp; SERVICE INSTRUCTIONS</b>

<b>APPENDIX</b>	<b>A</b>	<b>TITLE:</b>	<b>SERVICE POLICY REDUNDANCY &amp; REDEPLOYMENT</b>
<b>APPENDIX</b>	<b>B</b>	<b>TITLE:</b>	<b>SERVICE INSTRUCTION REDUNDANCY</b>
<b>APPENDIX</b>	<b>C</b>	<b>TITLE:</b>	<b>SERVICE INSTRUCTION REDEPLOYMENT</b>
<b>APPENDIX</b>	<b>D</b>	<b>TITLE:</b>	<b>SERVICE INSTRUCTION RELOCATION</b>

Purpose of the Report

1. To ensure the Authority has the most legally relevant policies to support its people management and organisational redesign challenges in the future, whilst ensuring fair, open and transparent procedure for all our employees.

Recommendation

2. That Members:
  - (a) approve the revised Policy and Service Instructions for the purpose of consultation with the recognised trade unions; and that
  - (b) a report be brought back to the Authority regarding the outcome of that consultation.

## Introduction & Background

3. The Authority has previously agreed a redundancy policy for its employees, but as it faces up to its biggest challenge in light of the government's comprehensive spending review, it is clear the Services faces significant change. Any change involving the Authority's employees must be completed within a transparent and legally relevant environment, whilst maintaining the effectiveness of the Service to the community. This policy covers both voluntary and compulsory redundancy is explained in the relevant Service Instructions.
4. The redundancy policy and procedure, complies fully with all legislative requirements. The policy also allows the Authority the flexibility and discretion to review each redundancy situation on its own merits and decide whether or not to further enhance any employee redundancy payments within the enhancement parameters.
5. The Service has also produced a redeployment procedure to support all its employees who may find themselves at risk of redundancy. The procedure outlines how the Service will seek to find the employees alternative employment, as well as providing career guidance and training and to support our employees in seeking employment outside of the Service.
6. A relocation procedure supplements these two procedures, and is pertinent to Green and Red Book employees who have their contractual work location changed by the Authority as part of a restructure, as has been the case with our workshop employees moving to Vesty Park accommodation. The remuneration calculation for relocation is a local agreement that meets the Service's continued service delivery standards and is fully supported by the relevant trade unions.

## Trade Union Consultation

7. Consultation in relation to the revised Redundancy Procedure, and the Redeployment Procedure will begin immediately with the relevant trade unions subject to Authority approval.
8. Consultation on the Relocation Procedure has already taken place and has resulted in signed joint agreements with the relevant trade unions.

## Equality Implications & Diversity Implications

9. Equality Impact Assessments will be completed for this Policy prior to consultation.

### Financial Implications & Value for Money

10. The application of the Redundancy Procedure will always be completed in line with the national statutory obligations placed on the Authority, and any enhancement to the statutory obligations will be completed in line with the Authority value for money principals and as part of the Authority's Budget decisions.
11. Any external support offered as part of the Redeployment Procedure will be contained within the current budget line.

### Health & Safety and Environmental Implications

13. None

### Contribution to Achieving Your Purpose

"To make Merseyside a Safer, Stronger, Healthier Community"

14. Realignment of our service delivery to meet the economic challenges facing the Service will continue to provide a high quality service to the people of Merseyside and a high performing workforce.