

## REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 13 September 2013)

### 1. PAY PROTECTION (REDUNDANCY) (Report A) (Minute No. 11)

The Committee has considered offering pay protection to employees who are redeployed to lower paid positions when their previous posts are declared redundant. The Employee Side has requested that the Council provide pay protection in these cases. The matter was considered by the Industrial Relations Committee on 5 September 2013, when the Committee supported the proposal.

Currently, individuals' pay is not protected. When an employee's post is declared redundant and they are redeployed in a lower-banded position (where this is practicable), they are placed at the top of the band applicable to the new position. This helps to minimise the impact on their pay. Individuals have the option of accepting this lower-paid redeployment (where available) or redundancy (in which case redundancy payments are made in accordance with the Council's policy in force at the time).

The Committee considers it reasonable to offer limited pay protection to employees when they are redeployed to lower band positions and submits the recommendation below for the Council's approval.

#### **RECOMMENDED:**

***That the following policy on pay protection in cases of redeployment on redundancy be approved to take effect from 1 November 2013:***

#### **(1) That:**

- ***where the Council's agreed process/procedure for redeployment on redundancy has been followed; and***
- ***where an employee has been confirmed in a new role which is one or more bands lower than their previous post:***
  - (a) if the new post is one band lower, the employee's salary will be pay protected at their current salary for a period of 6 months; or***
  - (b) if the new post is more than one band lower, the employee's salary will be pay protected at the top of one band higher than the council's job evaluated grade for the new post for a period of 6 months.***

***(2) After the period of 6 months set out in (1)(a) and (b) above, the employee's salary will be adjusted to the top of the band applicable to their new post; and***

***(3) Employees accepting redeployed posts on the conditions set out in (1) and (2) above, will lose their right to redundancy payments and entry in the Council's redeployment register.***

**Councillor G C Beck  
CHAIRMAN**