

## **Revised Equality Impact Needs Assessment Redundancy Policy**

### **1. Background**

DCC's Redundancy Policy was produced in December 2005. Since then a number of changes in legislation, operational practice, Trade Union input and organisational process have occurred leading to the need for a revision of the policy.

### **2. Legislation and Statutory requirements**

Age Discrimination legislation made it necessary to review the policy to ensure compliance. This is achieved by removing the reference to length of service as a criterion to be considered when selecting for redundancy.

The dismissal process within the policy has been revised to ensure compliance with the Statutory Dismissal procedure.

### **3. Operational Practice**

The policy allowed for redeployment to take place within the notice period. In rare situations, where a closure is agreed, but because of the needs of clients a closing date cannot be confirmed there is now scope for redeploying employees in advance of the notice period, with the agreement of the Trade Unions.

### **4. Trade Union input**

The need to consider transferred redundancies as another method of mitigating compulsory redundancies was added after representation from the Trade Unions.

### **5. Operational Process**

The policy now makes reference to the new Corporate Redeployment Unit which has been introduced to increase the possibility of redeployment of employees.

### **6. Impact**

The policy applies to all employees equally. The revisions all have a positive impact. Two revisions have been made to ensure compliance with statutory Equality legislation (Age Discrimination and Statutory Dismissal procedure).

The new Corporate Redeployment Unit is resourced to improve the possibility of redeploying and preserving employment and all employees have access to the facilities provided.

The possibility of redeployment opportunities being provided in advance of the notice period has a positive impact on employees who know that a closure will take place but for operational reasons the organisation is unable to provide a closure date. Other employees could see a negative impact in that their access to redeployment opportunities is restricted to the notice period. These situations are rare and have to be agreed with the Trade Unions and Management who will take into account equality issues before making any agreement and so is considered low impact.

The addition of the need to consider transferred redundancies as a method of mitigating compulsory redundancies will have a positive impact.

Christine Rogers  
12 September 2007