

FULL COUNCIL REPORT

Date Written	2 nd April 2024 **
Report Author	Beverley Taylor
Service Area	Human Resources & Development
Exempt/Non Exempt	Non-Exempt
Committee Date	17 th April 2024

REDEPLOYMENT POLICY

1.0 SUMMARY OF THE REPORT

1.1 The purpose of this report is to seek Council's approval for the amended changes to the Redeployment Policy (Appendix 1).

2.0 RECOMMENDATION(S) that

2.1 The changes to the redeployment policy at paragraph 3.3 be approved.

3.0 INTRODUCTION AND BACKGROUND

3.1 The Council, as part of its responsibility as an employer, recognises the need to support and assist in the redeployment of employees. There are numerous reasons why an employee may be subject to redeployment, such as under threat of redundancy, being displaced following a re-organisation/restructuring, medical, disability or capability issues.

3.2 There has been legislative changes introduced that will require amendments to the Council's Redeployment Policy.

3.3 The Protection from Redundancy (Pregnancy & Family Leave) Act 2023 provides greater protection against redundancy during pregnancy and on return to work from maternity leave, adoption leave and shared parental family-related leave.

The Regulations extend the redundancy protection period so that it applies:

- for pregnant employees, from the point they inform the employer that they are pregnant; and

- for employees returning from maternity leave, adoption leave or shared parental leave, until 18 months after the expected week of childbirth, date of the child's birth, or date of the adoption placement.
- During the protected period, the employee will be given 'priority status' before any employee who is also at risk of redundancy and who do not meet the above criteria and offered the role.
- Any alternative work must commence immediately following the end of the maternity leave.

4.0 FINANCIAL IMPLICATION(S)

4.1 None.

5.0 INTEGRATED IMPACT ASSESSMENT

	Positive Impacts	Negative Impacts	Neutral/Not Applicable	
1. Merthyr Tydfil Well-being Objectives	0 of 4	0 of 4	4 of 4	
2. Sustainable Development Principles - How have you considered the five ways of working? <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5	
3. Protected Characteristics (including Welsh Language)	1 of 10	0 of 10	9 of 10	
4. Socio-economic Disadvantage	0 of 6	0 of 6	6 of 6	
5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required	
	0 of 1	0 of 1	1 of 1	
6. Data and Evidence to inform the proposal	Yes		No	
	1 of 1		0 of 1	
7. Biodiversity and the resilience of Ecosystems	Maintained	Enhanced	Reduced	Neutral/Not Applicable
	0 of 1	0 of 1	0 of 1	1 of 1
Summary				
The main positive impacts are:	To provide clear guidance to both managers and staff who are subject to redeployment.			
The main negative	No negative impacts identified.			

impacts are:

ELLIS COOPER
CHIEF EXECUTIVE

COUNCILLOR ANDREW BARRY
CABINET MEMBER FOR GOVERNANCE
AND CORPORATE SERVICES

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Redeployment Policy		
Does the report contain any issue that may impact the Council's Constitution?		No

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.