



Redundancy (Police Staff) Policy

Policy Number	111
Policy Owner	Head of HR
Version	2.3
Last Review Date	June 2022
Next Review Date	June 2025
Date of EMB approval	13 th May 2015
Protective Marking	Official

This document has been assessed for:	
Compliance with Legislation	<input checked="" type="checkbox"/>
Equality Impact Assessment	<input checked="" type="checkbox"/>
Freedom of Information issues	<input checked="" type="checkbox"/>
Human Rights compliance	<input checked="" type="checkbox"/>
Health and Safety	<input checked="" type="checkbox"/>
Risk Management	<input checked="" type="checkbox"/>

Important notice: During times of national emergency or pandemic, the head of HR will approve relevant and necessary changes to policy and process to allow the spirit of the policy to be maintained whilst caring for and supporting our people.

Redundancy (Police Staff) Policy

1. Policy statement

Cleveland Police aims to provide a stable work environment and security of employment for all staff. However, it is recognised that there may be circumstances which arise where changes due to the economic climate in which the organisation operates, changes in technology, and organisational requirements, and other similar circumstances which necessitate a need to reduce staffing levels, may lead to subsequent redundancies.

This policy applies to all Police Staff (including police staff employed by the Police and Crime Commissioner for Cleveland).

This policy must be applied fairly, equally, and consistently to all employees irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or any other unjustifiable grounds.

2. Purpose

The following procedure sets out the action(s) to be taken by line managers and individuals when dealing with a potential redundancy situation.

Compulsory redundancies will be avoided as far as possible.

All potential or actual redundancy situations must be dealt with in consultation with Cleveland Police Director of People and Development (or nominated deputy), and must be approved by a member of the Executive/Chief of Staff of the Office of the PCC for Cleveland (depending upon employer) following guidance from Cleveland Police Human Resources.

Where appropriate, the recognised trade union will be consulted by the organisation on potential or actual redundancies.

Contents

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3. Underpinning procedures

The information contained in this section will support all parties involved in a redundancy situation and confirm how the process should be completed.

3.1 General Information

This section provides information for all parties involved in the redundancy process and should be used in conjunction with the other information in this policy.

3.1.1 Police Staff and Security Clearance (Vetting)

Police Staff displaced as a result of failure to attain and/or maintain the appropriate level of security clearance (vetting) linked to a role, should they be unable to find alternative employment through redeployment, will not be eligible for a redundancy payment.

3.1.2 Delegation of Powers

The Chief Constable has overall responsibility for the management of dismissal on the grounds of redundancy for Police Staff in their employment but may delegate full responsibility to Executive Officers or appropriate Managers with advice from Cleveland Police Human Resources.

Only an appropriate member of the Executive can hear any appeal(s) by Police Staff employed by the Chief Constable against a dismissal on the grounds of redundancy, with support from Director of People and Development/Head of Human Resources.

The Police and Crime Commissioner for Cleveland has overall responsibility for the management of dismissal on the grounds of redundancy for Police Staff in their employment but may delegate full responsibility to either the Chief of Staff or their Deputy with advice from Cleveland Police Director of People and Development.

Only the Chief of Staff or their Deputy can hear any appeals by Police Staff against a dismissal on the grounds of redundancy.

3.1.3 Reasonable Adjustments and Accommodations

In carrying out redundancy meeting(s), line managers should ensure that no member of Police Staff is placed at a disadvantage. We are dedicated to supporting the wellbeing of our Police Staff within the workplace. In line with the Equality Act 2010, it is sometimes appropriate to review requests and implement accommodations or reasonable adjustments to support an individual, where this is possible.

The difference between a reasonable adjustment and an accommodation can be described below:

- A **reasonable adjustment** refers specifically to a requirement within the legislation relating to a qualifying disability under the Equality Act 2010.
- An **accommodation** may be considered and supported in a wider range of circumstances. For example, allowing a candidate with a back issue a change in chair.

This support could be implemented in relation to any meetings that an individual may attend as part of the redundancy process or in the provision of additional support to complete required information.

An individual who requires support should advise the Human Resource Employee Relations (ER) team of their requirements.

In instances where support may be required, the Force will proactively work with individuals to discuss their needs and what they feel would be an appropriate accommodation or adjustment and where suitable implement this

3.1.4 Record Keeping

All records relating to the Redundancy policy and procedures must be sent to Human Resources to be stored on an individual's personal record in accordance with the principles laid down in the Data Protection Act.

3.1.5 Pension entitlements following redundancy

In liaison with the Pension Administrator, individuals will be advised of the impact of redundancy on their pension entitlement as part of the redundancy process.

If you are aged 55 or over, your main benefits are payable immediately without any early retirement reductions if your employer makes you redundant or you are retired on the grounds of business efficiency and you have met the two years vesting period in the scheme.

3.2 Types of Redundancy

This section gives a brief overview of redundancy types for individuals involved in a redundancy situation.

3.2.1 What is redundancy?

Redundancy is a type of dismissal which is attributable to the following reasons:

- Closure of the business as a whole.
- Closure or change of a particular workplace/location.
- Diminished need for employees to carry out work of a particular kind.

Redundancy situations will be dealt with in consultation with Human Resources.

3.2.2 Fixed Term/Temporary Contracts

Individuals who are approaching the end of a fixed term or temporary contract, where the contract will not be extended, and who have at least 24 months continuous service, will be treated as being dismissed by reason of redundancy.

In these circumstances a business case is not required to be submitted to a member of the Executive/Chief of Staff (depending upon employer). However, the Director of People and Development and Head of Human Resources must be notified.

3.2.3 Interests of Efficiency Early and Flexible Retirement

For staff retired in the interests of the efficiency of the service an augmented pension may be available subject to approval by the organisation. Staff should be advised that access to an augmented pension may be subject to a financial cost being paid by the individual.

A business area which wishes to retire an individual/s in the interests of the efficiency of the service must submit a full business case to the Head of Human Resources or a nominated Deputy. This should outline the business efficiency savings and full related business costs, associated with the proposal. Further details surrounding this course of action should be taken by managers through Human Resources (HR).

Options will be discussed with individuals, one of which could be flexible retirement and in these cases the process will be explained to individuals by a member of the ER team.

3.2.4 Voluntary redundancy

From time to time the organisation may decide to accept applications for voluntary redundancy. The organisation shall advertise when it is accepting applications for voluntary redundancy. All approved applications for voluntary redundancy will be at the discretion of the organisation.

3.3 Preparing and Notification of a redundancy situation

The following information will assist individuals in the preparation and notification of a redundancy situation and should be followed in line with this policy.

3.3.1 Preparing for a redundancy situation

When a redundancy situation arises/potentially arises, the organisation must put together a business case for any redundancies, in consultation with the Head of Human Resources.

A business case must be approved by:

- **Cleveland Police** Director of People and Development or nominated deputy
- **OPCC** Executive/Chief of Staff or nominated deputy

This approval is required prior to the redundancy programme proceeding with the notification to staff that they are at risk of redundancy and the commencement of the consultation period.

Where the organisation proposes to dismiss 20 or more employees as redundant at an establishment*, there are certain legal requirements that need to be completed.

* **Please note:** Establishment is defined as 'The entity to which the individuals made redundant are assigned to carry out their duties, rather than across the whole organisation'.

Within 90 days of the proposal, the Director of People and Development or nominated deputy, should provide advance notification to the Redundancy Payments Service, who act on behalf of the Secretary of State for Business, Energy & Industrial Strategy.

Please see appendix 1 which shows an overview flowchart on the handling of redundancies.

3.3.2 Notification of being at risk of redundancy

Once it is reasonably practicable to identify those staff who are likely to be directly involved in any redundancy situation, they will be notified in writing that they are "at risk" of redundancy. This notification will follow formal notification to the recognised trade union at that time.

The purpose of the "at risk" status is to recognise the position of the individual, and to trigger the associated procedure relating to redeployment and/or other assistance (please refer to the Redeployment policy and procedure located on the policy intranet site [here](#) for further information).

The individual shall be provided with details of the business rationale, as well as the provision to welfare support.

3.3.3 When should staff be notified of being at risk of redundancy?

Notifying potentially affected individuals of the possibility of redundancy, should be completed as soon as possible, with a balanced judgement taking into consideration:

- if done prematurely it may cause prolonged and unnecessary personal anxiety and stress;

- if done too late individuals may feel they have inadequate time to adapt and respond.

3.3.4 Staff on Secondment

Where a member of staff is on secondment and a redundancy situation arises in relation to their substantive post, the individual will be notified that their substantive post is at risk and as such their secondment must cease.

3.3.5 Support for staff formally at risk of compulsory redundancy

Police Staff who are formally at risk of compulsory redundancy are entitled to reasonable paid time off work to attend job interviews for posts within Cleveland Police. For positions outside Cleveland Police staff should request time off in advance through their line manager. These requests will not be withheld unreasonably without their agreement.

The Human Resources teams possess a wealth of skills and experiences that affected staff should take advantage of e.g., interview skills and technique, application form completion etc.

In addition, information may be obtained from the Job Centre Plus Rapid Response Service [here](#) (subject to the number of redundancies) to support affected individuals.

For further information please contact Human Resource (HR).

3.4 The Consultation Process

The information in this section is around the consultation process and should be followed as part of the redundancy process.

3.4.1 Consultation Categories

Consultation falls into two categories:

1. Collective consultation with appropriate representatives.
2. Individual consultation with those employees at risk of redundancy or affected by the management proposals.

Once the consultation process has been completed, final selection for redundancy will be made, and notice of dismissal on the grounds of redundancy will be issued.

Guidance to line managers will be issued by Human Resources at the appropriate stages of the redundancy process.

3.4.2 Collective Consultation

The aim of collective consultation is to give the representatives the opportunity to discuss the redundancy situation, to share views and to explore the possibility of alternatives to compulsory redundancy.

Collective consultation must begin in good time and no later than the following minimum periods before the first dismissal, on the grounds of redundancy, takes effect (i.e. the day on which employees actually leave their posts):

- **30 days** – where between 20 and 99 redundancies are proposed at an establishment;
- **45 days** – where 100 or more redundancies are proposed at an establishment.

Where there are less than 20 (but more than one) proposed redundancies, the minimum consultation period will be a reasonable period and usually not less than **30 days** unless otherwise agreed with the consultative bodies and the individuals affected.

The consultation process begins when the organisation provides the affected individuals with information as to the proposed reasons for the potential redundancy situation, which is taken from the information supplied within the original.

Consultation is a two way process:

- The organisation management will put forward its proposals.
- The appropriate representatives should, in response put forward comments and feedback on those proposals.

While consultation will be undertaken with a view to reaching an agreement, there is no obligation to do so, the organisation must give due consideration – and carry out such further investigations as are necessary or feasible to any suggestions such as:

- improvements to the process or support package;
- alternatives to the redundancies;
- ways to reduce the number of roles to be made redundant or lessen the effects of redundancies.

The result of this investigation and consideration should be fed back to the appropriate representatives. Where specific suggestions are made by representatives, they must be addressed by management and specific reasons given for rejecting the representatives' proposals.

3.4.3 Individual Consultation

Individual consultation gives the organisation the opportunity to explain the factors leading to the individual being at risk of redundancy and provides the individual with the opportunity to consider other vacancies.

The individual will also be given the opportunity to make representations on the redundancy situation and the proposed selection criteria, as well as any other connected issue.

It begins when the individual receives a letter to make them aware that:

- They are at risk of redundancy.
- It should be explained that they have not yet been given formal notice of Redundancy.
- The letter will state that they will be contacted shortly to arrange attendance at an individual consultation meeting.

The individual will be given reasonable notice of the time and date of the consultation meeting and will receive an invitation to this meeting, in writing which could be via secure email.

The invitation will outline the points to be discussed which will include:

- Reasons for redundancy
- That their post is at risk of redundancy
- Alternative options to avoid compulsory redundancy
- Searching for suitable alternative employment via redeployment

The invitation will also outline the individual's right to be accompanied at this and any subsequent consultation meetings, by a work colleague or trade union representative.

As part of the consultation meeting the individual should be provided with sufficient information in order to understand:

- why their post is at risk of redundancy;
- any proposed selection criteria used for the redundancy process.

The individual should also be given the opportunity to discuss the reasons why their post is at risk, along with the proposed selection criteria and any concerns that they have. Whilst also having the chance to provide any feedback or suggestions for the proposals.

The number of consultation meetings which take place will vary from situation to situation. However, at least two consultation meetings will take place in order for full representations to be made by the individual. The timing and locations of the meetings must be reasonable.

3.5 Redundancy Selection Process

This section provides information on the processing of selecting individuals for redundancy and should be followed in conjunction with this policy.

3.5.1 Selection for Redundancy

Selection for redundancy will be made taking into account a combination of the following factors; however, these may be subject to change following consultation with the Cleveland recognised trade union (Unison) or employee representative(s):

- The needs of the service.
- Voluntary redundancy.
- Termination of temporary, event-limited, or fixed term contracts depending upon the reason and length of contract.
- Required Specifications - Ability of employee to meet these i.e., hours, days of work.
- Skills and qualifications (subject to possibilities for retraining).
- Performance where unacceptable performance is supported by objective criteria. This could include:
 - A current disciplinary warning;
 - Identified improvements or issues highlighted as part of the Performance Excellence (PDR) process;
 - Identified improvements or issues highlighted within an action plan, or other documented evidence confirmed to the employee.
- Attendance looking at existing patterns of absence which the member of staff has been advised as unacceptable and advised formally to improve.

Please note: Any absence relating to a disability as defined by the Equality Act or relating to pregnancy will be disregarded for these purposes.

Care should be taken to ensure there is no discrimination as a result of changes to terms and conditions, roles, locations, etc. against individuals with caring responsibilities for children and dependents or individuals who are disabled under the Equality Act 2010.

Following consultation, the criteria will be formatted by HR into a Redundancy Matrix scoring system to enable objective selection to take place. Scoring will be undertaken by the 1st line manager and/or 2nd line manager, unless otherwise agreed with the Director of People and Development or a nominated deputy. The recognised trade union will be given the opportunity to view the scoring if they wish.

These factors and the initial selection of employees will be reviewed, if appropriate, following individual employee interviews.

Alternatively, the organisation may determine that staff in the affected group should apply for the remaining posts available.

The organisation will consult on these options in an open and transparent manner but will ultimately retain the right to determine the selection method and criteria if this cannot be agreed through consultation.

3.5.2 Notification of final selection for redundancy (notice of dismissal by redundancy)

Once consultation has ended, the final selection for redundancy is made. For those selected, a letter will be sent to the individual inviting them to a meeting. This letter must be issued at least **five working days** in advance of the meeting informing the employee of:

- their right to be accompanied by a trade union representative or work colleague;
- that the reasons behind their dismissal by reason of redundancy will be discussed;
- their selection results.

At the meeting, the Manager should be accompanied by a suitably qualified Senior HR representative and must:

- Provide full details of the individual's selection results.

Please note: Employees have the right to see their scores with regard to the selection criteria and to understand the thresholds that were applied. They do not, however, have the right to see other employees' scores.

At this stage, if the selection criteria have been agreed as part of the consultation process, the individual does not have the right to challenge their use but does have the right to challenge the data if they believe it is inaccurate and to put forward information which may affect their scoring.

Individuals are entitled to a copy of any notes made.

- Provide the individual with their notice period and the effective date of their redundancy termination date.
- Details of monies due to them such as:
 - Entitlement and amount of any redundancy pay;
 - Any pay in lieu of notices, where applicable;
 - Holiday pay;
 - Pension entitlements, etc;
 - When and how they will be paid.
- Advise that the redeployment process will run concurrently with their notice period.
- Outline any assistance that can be provided by the organisation.
- Advise employees of their right to appeal against the dismissal.

The individual should be given written confirmation of the notice of dismissal, on the grounds of redundancy, including full appeal details and all the points raised above.

Employees selected for dismissal on the grounds of redundancy are entitled to the same rights of notice as other dismissed employees, i.e. the minimum notice periods as outlined in the Statement of Terms and Conditions of Employment.

In certain circumstances where it is considered appropriate, and subject to seeking redeployment, individuals may leave with payment in lieu of notice.

3.5.3 Rights of staff under notice of redundancy

Once an employee is under notice of redundancy, they are entitled to reasonable paid time off work to look for another job or to arrange training in line with employment legislation.

The individual will also remain on the redeployment register for redeployment opportunities and will receive the same support measures as when they were formally at risk of redundancy.

3.5.4 The Redeployment Process

Please refer to the Redeployment policy which is located on the policy intranet site [here](#) for further details.

3.6 Appeals Process

This section provides information on the appeals process within a redundancy situation.

3.6.1 Appeals against dismissal by grounds of redundancy

Individuals wishing to appeal against the decision of dismissal on the grounds of redundancy should submit their appeal to the Director of People and Development/Chief of Staff for employees in the OPCC for Cleveland.

Please note: The Panel's decision is final.

Appeals should be submitted within 10 working days starting the day after receipt of the confirmation letter.

3.6.2 Arrangements for the appeal hearing:

The appeal hearing should:

- Be scheduled within **14 calendar days** of receipt (unless there are exceptional circumstances).
- At a reasonable time and place.
- The individual should be notified in writing by the organisation, to be hand delivered or by recorded delivery.

Consideration should be given to the provision of any reasonable adjustments or accommodations that may be required if any person has requested this.

Prior to the appeal hearing, the individual will receive a copy of the dismissal on grounds of redundancy paperwork being used by the Chair of the appeal meeting.

This documentation will be sent to the individual within **five working days** prior to the appeal hearing. This paperwork will include:

- How the dismissal on grounds of redundancy has arisen
- The rationale for the final decision (including a copy of the Redundancy Matrix)
- Minutes from the consultation meeting(s) with the individual

The individual has the right to be accompanied at the appeal hearing by either a trade union representative or a work colleague:

- The representative must be given reasonable time within normal working hours to prepare.
- The individual accompanying may address the meeting but not answer questions on the individual's behalf.
- They may confer with the individual privately during the meeting.

If the individual's representative is not available on the date given in the notice of appeal hearing letter, an alternative date must be given within **five working days**.

3.6.3 The Appeal Hearing

The chair of the appeal hearing will be provided with HR support from the Director of People and Development.

The information below provides details of the format of the appeal hearing:

- The Chair makes the introductions, then explains the format and the reasons for the appeal hearing.
- The Chair states the case supported by relevant documentation.
- The Chair invites the individual to put their case forward and to pose questions in response to the documentation.
- The individual and/or representative will summarise the main points of their case and put forward any mitigating circumstances.
- The Chair will ask for an adjournment in order to consider a decision.
- The Chair reconvenes the appeal hearing with the individual and the individual's representative and informs them of the outcome.
- This decision is final.

Only in exceptional circumstances will the individual be told the outcome of the appeal hearing at a later time.

3.6.4 Appeal Decision

The decision on the appeal request will be made by the chair and can include two stages in the decision making process, which are:

- a) A decision made on the facts as to whether the appeal is upheld.
- b) If the appeal is upheld, a decision will be made on whether the dismissal on grounds of redundancy is to be reversed or reduced, considering the details of the appeal.

3.6.5 Appeal Outcome Confirmation

The organisation will confirm the outcome in writing within **five working days** of the appeal hearing.

The outcome letter should be delivered by hand or by recorded delivery and all documents should be retained on the individual's personal file.

3.7 Redundancy Payments

This section provides information in relation to redundancy payments including who is eligible and how they are calculated.

3.7.1 Eligibility for redundancy payments

To be eligible for a redundancy payment an individual must be an employee as per the definition below:

- 'Employee' is defined in the Employment Rights Act 1996, section 230(1) as 'an individual who has entered into or works under (or, where the employment has ceased, worked under) a contract of employment'. A 'contract of employment' is defined as 'a contract of service or apprenticeship'.

This definition excludes self-employed persons and those working under a contract for services.

An employee does not have any right to a redundancy payment unless they have been continuously employed for a period of not less than two years ending with the relevant date. (This is in line with the Employment Rights Act 1996, section 155, which can be found [here](#)).

Redundancy payments will not be given to individuals who have been offered redeployment in the force into a new post before the notice period expires to commence within four weeks of this date.

Redundancy payments are only an entitlement for individuals who:

- Are under notice of redundancy
- The individual leaves the organisation on the agreed date

If an individual(s) wishes to leave the organisation prior to the agreed date for any reason, then a request can be submitted to management for consideration as to whether a redundancy payment will be made.

3.7.2 Redundancy Modification Order 1999

In certain circumstances, where an employee is in receipt of a redundancy payment, should they commence employment with another public sector body, normally but not exclusively in local government or another police force, then should the date of commencement fall within four weeks of leaving Cleveland Police or the OPCC, then the redundancy payment will be reclaimed.

This is a piece of legislation that allows in these circumstances prior service to be carried over to a new employer for the purposes of any future redundancy calculation.

Advice on the application of this Order should be sought if a new role is secured to check if it will apply or not.

3.7.3 Calculating Redundancy payments

The amount of the redundancy payment is based on the employee's age, length of continuous service and gross average contractual wages based on the 12 weeks prior to the date of calculation. Police staff with less than two years continuous service are not entitled to a redundancy payment; either statutory or contractually.

The amount of the redundancy payment is calculated by reference to the period ending with the termination date, during which the employee has been continuously employed.

The Redundancy payments calculator (1.25) utilised for calculating an individual's redundancy entitlement is attached to this document as Appendix 2.

3.7.4 Public sector exit payments (capped amount and recovery of exit payments)

The Government introduced a cap on the amount of public sector exit payments of £95,000 in November 2020, however removed this regulation in February 2021. For further information please see the Government website [here](#).

The Government has also considered a regulation where there will be recovery arrangements for redundancy payments, when a highly paid individual returns to the public sector within 12 months after receiving an exit payment.

At the time of any redundancies regulations regarding recovering redundancy payments will be checked to see if they apply to any individual who is leaving the employment of the Chief Constable or the Office of the Police Crime Commissioner. Appropriate information will then be supplied to the person concerned.

4. Appendices

Appendix	Description
1.	Redundancy flowchart
2.	Redundancy Payments Calculator (1.25)

5. Compliance and monitoring

The Head of HR is responsible for the accuracy and integrity of this document. This policy will be continuously monitored, and updated when appropriate, to ensure full compliance with legislation.

The Head of HR will review this process to ensure that all aspects are being adhered to in accordance with the framework of this policy.

6. Version control

This policy will be reviewed and updated at least every three years by the owner, and more frequently if necessary.

The Corporate Services Department will ensure this document is available on the intranet, including any interim updates.

The following identifies all version changes.

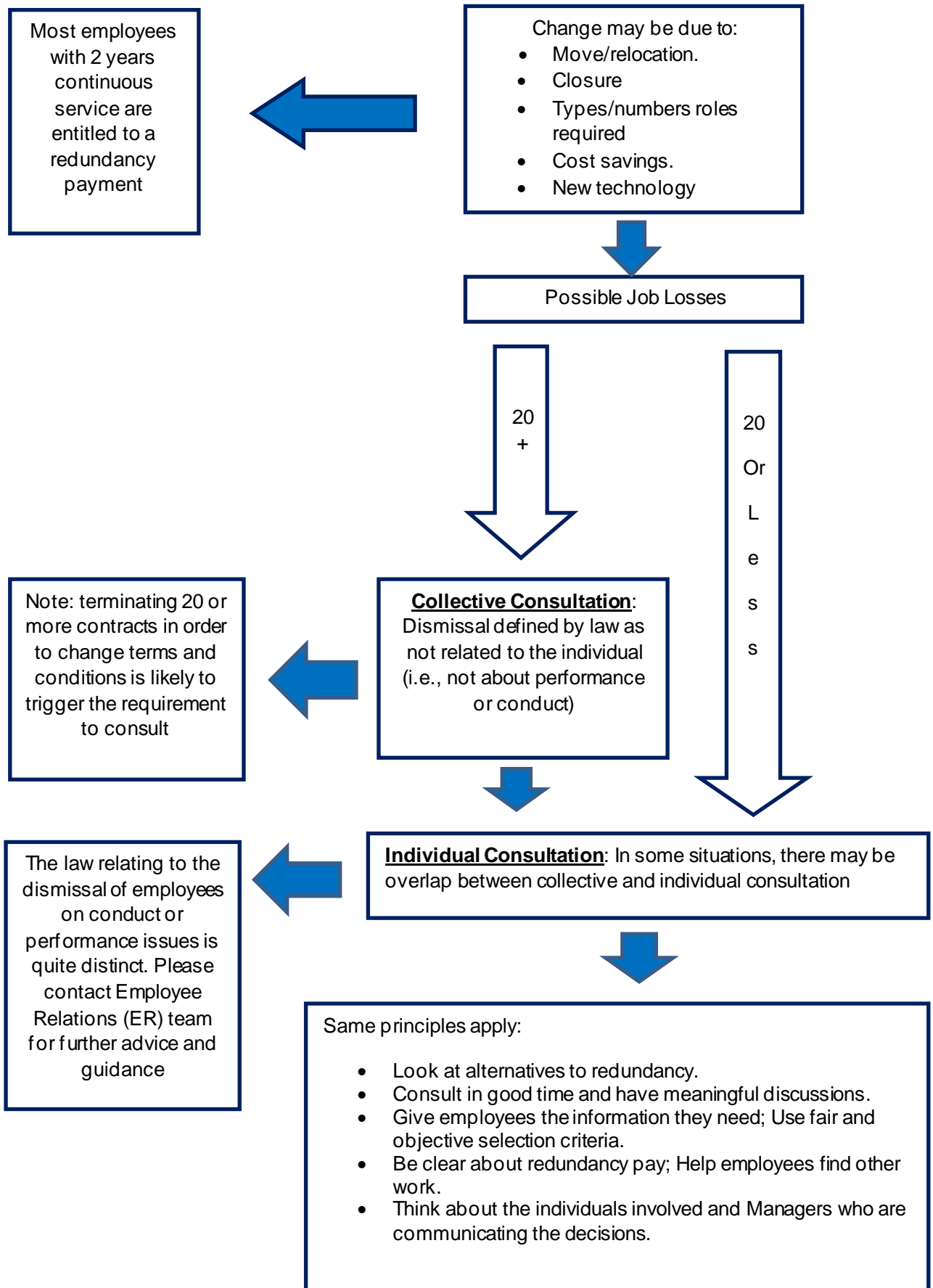
Version	Date	Reason for update	Author
0.1	01.04.11	Updated previous policy	████████
0.2	May 2011	Amendments following consultation	████████
0.3	May 2011	Further amendments following consultation	████████
1.0	June 2011	Published policy	████████
1.1	28.12.11	Policy updated to reflect decision made by Police Authority on Redundancy Payments Policy (Nov 11)	████████
1.2	Nov 2012	Policy amended to reflect introduction of PCC, statement only	████████
1.3	19.11.12	Policy amendments as a result of the changes to delegations of	████████

		authority as a result of the election of the Police and Crime Commissioner (PCC)	
1.4	Apr 2013	Policy amend to reflect coalition government change from 90 to 45 days consultation for 100 or more employees	████████
1.5	01.04.14	Policy amendment to include the Office of the Police and Crime Commissioner for Cleveland	████████
1.6	May 2015	Policy review undertaken by organisation. Policy amend to reflect ECJ ruling of definition of an establishment for purposes of collective consultation	████████
1.7	May 2015	Policy approved at Management Board	████████
1.8	August 2017	Addition of paragraph re Public sector payment caps and clawback	████████
1.9	August 2018	Amendment to paragraph 3.18	████████
2.0	Feb 2020	Change of owner dept. name	████████
2.1	Apr 2020	Addition of COVID message	████████
2.2	Mar 2021	Review date extension, no changes made	████████
2.3	June 2022	<p>Reformatted to include contents and changed sections to flow more to process of the policy.</p> <p>Review of Policy information</p> <ul style="list-style-type: none"> • Throughout referred to appropriate team/role rather than people services • Changed throughout to non-binary wording • Added links to Policy intranet and added link to government website where appropriate • Slight rewording of some sections for ease of understanding • Change to section on capped amount of pay as in Feb 21 referenced and link to Gov website added. • Added in information about reasonable adjustments 	████████

		and accommodations. <ul style="list-style-type: none">• Clarified level of HR support for meetings and appeal hearings.	
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Handling Redundancies

Collective and individual consultation (the basic principles)



Ready Reckoner for calculating the number of week's pay due under the statutory redundancy pay scheme

Multiplier	1.25																		
	Service (Years)																		
Age	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	1.25																		
18	1.25																		
19	1.25	1.88																	
20	1.25	1.88	2.50																
21	1.25	1.88	2.50	3.13															
22	1.25	1.88	2.50	3.13	3.75														
23	1.88	2.50	3.13	3.75	4.38	5.00													
24	2.50	3.13	3.75	4.38	5.00	5.63	6.25												
25	2.50	3.75	4.38	5.00	5.63	6.25	6.88	7.50											
26	2.50	3.75	5.00	5.63	6.25	6.88	7.50	8.13	8.75										
27	2.50	3.75	5.00	6.25	6.88	7.50	8.13	8.75	9.38	10.00									
28	2.50	3.75	5.00	6.25	7.50	8.13	8.75	9.38	10.00	10.63	11.25								
29	2.50	3.75	5.00	6.25	7.50	8.75	9.38	10.00	10.63	11.25	11.88	12.50							
30	2.50	3.75	5.00	6.25	7.50	8.75	10.00	10.63	11.25	11.88	12.50	13.13	13.75						
31	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	11.88	12.50	13.13	13.75	14.38	15.00					
32	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.13	13.75	14.38	15.00	15.63	16.25				
33	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	14.38	15.00	15.63	16.25	16.88	17.50			
34	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	15.63	16.25	16.88	17.50	18.13	18.75		
35	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	16.88	17.50	18.13	18.75	19.38	20.00	
36	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.13	18.75	19.38	20.00	20.63	21.25
37	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	19.38	20.00	20.63	21.25	21.88
38	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	20.63	21.25	21.88	22.50
39	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	21.25	21.88	22.50	23.13
40	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	21.25	22.50	23.13	23.75
41	2.50	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	22.50	22.50	23.75	24.38
42	3.13	4.38	5.63	6.88	8.13	9.38	10.63	11.88	13.13	14.38	15.63	16.88	18.13	19.38	20.63	21.88	23.13	24.38	25.63
43	3.75	5.00	6.25	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	21.25	22.50	23.75	25.00	26.25
44	3.75	5.63	6.88	8.13	9.38	10.63	11.88	13.13	14.38	15.63	16.88	18.13	19.38	20.63	21.88	23.13	24.38	25.63	26.88
45	3.75	5.63	7.50	8.75	10.00	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	21.25	22.50	23.75	25.00	26.25	27.50
46	3.75	5.63	7.50	9.38	10.63	11.88	13.13	14.38	15.63	16.88	18.13	19.38	20.63	21.88	23.13	24.38	25.63	26.88	28.13
47	3.75	5.63	7.50	9.38	11.25	12.50	13.75	15.00	16.25	17.50	18.75	20.00	21.25	22.50	23.75	25.00	26.25	27.50	28.75
48	3.75	5.63	7.50	9.38	11.25	13.13	14.38	15.63	16.88	18.13	19.38	20.63	21.88	23.13	24.38	25.63	26.88	28.13	29.38
49	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.25	17.50	18.75	20.00	21.25	22.50	23.75	25.00	26.25	27.50	28.75	30.00
50	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.13	19.38	20.63	21.88	23.13	24.38	25.63	26.88	28.13	29.38	30.63
51	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.00	21.25	22.50	23.75	25.00	26.25	27.50	28.75	30.00	31.25
52	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	21.88	23.13	24.38	25.63	26.88	28.13	29.38	30.63	31.88
53	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	23.75	25.00	26.25	27.50	28.75	30.00	31.25	32.50
54	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	25.63	26.88	28.13	29.38	30.63	31.88	33.13
55	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	27.50	28.75	30.00	31.25	32.50	33.75
56	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	29.38	30.63	31.88	33.13	34.38
57	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00	31.25	32.50	33.75	35.00
58	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00	31.88	33.13	34.38	35.63
59	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00	31.88	33.75	35.00	36.25
60	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00	31.88	33.75	35.63	36.88
61	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00	31.88	33.75	35.63	37.50
62	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00	31.88	33.75	35.63	37.50
63	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00	31.88	33.75	35.63	37.50
64	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00	31.88	33.75	35.63	37.50
65+	3.75	5.63	7.50	9.38	11.25	13.13	15.00	16.88	18.75	20.63	22.50	24.38	26.25	28.13	30.00	31.88	33.75	35.63	37.50

Statutory redundancy pay