Item No 10 on the Agenda

STAFFORDSHIRE PROBATION BOARD

8 January 2010

Redundancy Policy

1 Purpose of the Report

a) To share with Members the current redundancy policy operated by West Midlands Probation Board.
b) To gain Board member approval to align Staffordshire Probation Board redundancy policy with West Midlands Board in preparation of a merged organisation.

2 Background

Staffordshire Probation Board reviewed its redundancy policy in January 2009 but did not formally agree to a final version. With a potential move to a combined organisation and the pressure to reduce resources in the future there is a need to have all staff on the same terms and conditions for any potential early termination. This paper is based on and copied from the West Midland policy. This was recently reviewed by the West Midlands Board and made no amendments.

3 Current Position

As a consequence of not finalising the redundancy policy earlier in the year the proposed changes were not adopted. Whilst the current papers have not been through the JNC the unions have been consulted and agree to support the changes. The Board's intention not to have any redundancies within the current financial has been repeated to the unions and staff

4 Future Arrangements

Whilst the joint Probation Trust application has yet to be formally accepted the time scale to put all staffing issues in place by 31 March 2010 is very limited. Whilst various options of protection for staff moving across to the new Trust have been aired no agreement on the position of staffing policies and in particular where the two current Boards have different treatment. Adoption of this policy puts all potential staff of the new trust on equal early termination arrangement. The new Trust is at liberty to change these in the future but would then apply to all staff.

5 Recommendation

The Board are recommended to adopt the new policy.

List of Appendices/Background Papers: Appendix A – Redundancy Policy
Appendix B – Pension Report

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