

Jobs Promise 2

For the last two years there has been a Jobs Promise in place for those working for the Council. (Schools are excluded). The Jobs Promise guaranteed that no one would be made compulsory redundant and that redeployment opportunities would be available to those 'placed at risk'. At the time of writing almost 50 staff have been redeployed under this policy. Most being redeployed have remained on the same grade.

The introduction of the Jobs Promise did see the ending of the worst practices for placing huge numbers of staff 'at risk' during restructures, making staff reapply for their job before making redundancies, to only shortly afterwards rehire in the same place. However, it did mean that redundancy payments have ceased since the legal dynamic is that if the employer offers you suitable employment, individuals are no longer entitled to a redundancy payment.

The trade unions did negotiate safeguards to this policy in that redeployed staff were made exempt from capability procedures for six months and that if *either* party found the redeployment unsatisfactory then a further redeployment, or possibly voluntary redundancy could be agreed. This has now been changed to where *all* parties agree that the redeployment has failed.

The Jobs Promise has now been extended by 12 months until end March 2018 with an assessment to take place on whether the Council will be in a position to extend until end March 2019.

Government Set to Limit Exit Payments from Public Sector

The expected Government paper on limiting redundancy and early retirement across the public sector still hadn't been published at the time of writing. The Enterprise Bill looks set to extend the earliest age of retirement across the whole of the public sector and limit any exit payment, which would include any additional payment into the local government pension scheme. These new limitations are expected to be introduced sometime during 2017.

Anyone planning to leave under the Planned Leavers scheme should seek advice from HR.

Come to Your Union's
2017 AGM

Thursday 2nd
March
5:30pm

Buffet refreshments
from 5:00pm

At Christchurch CofE
Primary school, Albert
Street, Oldbury (behind the
Court of Requests)

Agenda includes:

Guest Speaker - Sheila
Coleman, Hillsborough
Justice Campaigner

Election of Branch
Officers for the year
ahead

Free Prize draw
1st prize £250 in vouchers
2nd prize £100 in vouchers
Plus 3 prizes £50 vouchers

(subject to meeting being
quorate)

ALL Members
Welcome