

Deferred Redundancy Policy

Introduction

Deferred redundancies offer employees the opportunity to extend their service and thus afford them a longer period to secure permanent redeployment. This has a benefit to the Council in that it potentially saves costs and retains skills and the investment made in employees' development.

This policy sets out the framework for managing deferred redundancies in Kent County Council.

Deferred redundancies occur when:

- during a restructure an individual is given an interim or temporary role which delays their redundancy date

Aims

Through the Deferred Redundancy Policy Kent County Council aims to:

- set defined times limits for deferment
- ensure associated costs related to a deferment are transparent and apportioned accordingly
- ensure consistency of approach
- ensure costs do not inhibit the Council's employer responsibility to assist an employee who is facing redundancy

KCC's standards

- a) redundancies will not be deferred for longer than 18 months
- b) redundancy costs will be calculated up to the end of the contract that has deferred the original redundancy
- c) any length of contract (up to 18 months maximum) can be used to defer a redundancy
- d) employees "at risk" of redundancy must be considered for posts (with a duration of up to 18 months) before new or agency staff are engaged
- e) if a deferment occurs due to an employee obtaining a post in the Directorate they originally worked then that Directorate will pay all redundancy costs at the end of the fixed term/temporary contract.
- f) if the deferment is achieved by obtaining a post in another Directorate then the receiving Directorate will pay the proportion of the redundancy costs related to the period of deferment. The original cost of the redundancy will be met by the Directorate the employee originally worked for.
- g) multiple deferments may happen but only up to a cumulative maximum of 18 months
- h) in relation to multiple deferments the last Directorate that employs the person will pay the redundancy costs relating to the total period of the deferments
- i) pension costs (where applicable) will be agreed on the same basis as redundancy costs.
- j) pension costs may not be payable at the point of the original redundancy date but may arise as a result of a deferment. In these cases deferment may not be granted if the additional costs outweigh the benefit of the deferment to the business.
- k) salary protection will apply, where appropriate, to posts that defer a redundancy
- l) any placements over 18 months will only be allowed by exception and will be reviewed annually.