



TASBURGH VILLAGE HALL - REDUNDANCY POLICY

REVIEWED: 11/10/16

DATE OF NEXT REVIEW: 11/10/17

TVHMC PERSON RESPONSIBLE: TONY LACEY

INTRODUCTION

Redundancies can occur if there are changes in the structure of the TVHMC, for example a reduction in current workload, implementation of new technology or implementation of new working practices.

APPLICABILITY

The Policy applies to all employees (full-time and part-time).

THE POLICY

TVHMC will give employees as much notice as possible of impending redundancies
Volunteers for redundancy will be sought before any other redundancies are implemented

TVHMC will endeavour to minimise redundancies wherever possible by offering employee transfers to other positions. If you are offered a transfer to another position, you will be entitled to a 4 week trial period and be provided additional training where necessary

If after the 4 week trial it is agreed between you and TVHMC that the post is unsuitable, you will be able to leave with your full redundancy pay entitlement

Recruitment will be suspended if there is any likelihood of redundancies

Age/length of service will not be a factor in selection for redundancy

Reasonable time off work with pay will be allowed for employees facing redundancy to seek other work

Lump-sum compensation payments will be made to employees dismissed because of redundancy pay. (Employees with more than 2 years' service are entitled to redundancy). The amount of the payment is defined in employment legislation and is related to the employee's age, length of continuous service and current remuneration.