

CABINET MEMBER FOR ORGANISATION & WORKFORCE

TUESDAY, 15 AUGUST 2023

PRESENT: Councillor P.M. Hughes (Cabinet Member)

Also Present:

P.R. Thomas, Assistant Chief Executive (People Management & Performance)
A Clarke, Lead Business Partner (HR)
J. Owens, Democratic Services Officer

Virtual Meeting - 10.00 - 10.18 am

1. DECLARATIONS OF PERSONAL INTEREST.

There were no declarations of personal interest.

2. REDUNDANCY POLICY UPDATE.

The Cabinet Member considered the Council's proposed revised Redundancy Policy and Procedure which had been updated to reflect the statutory requirements introduced by the Protection from Redundancy (Pregnancy and Family Leave) Act 2023.

The Act came into force on 24 July 2023, and provided redundancy protection regulations which would require an employer considering redundancies to give an employee on maternity, adoption or shared parental leave first refusal on a suitable alternative vacancy, where one exists. The redundancy protections would apply from the point an employee informed their employer that they were pregnant, until six months after returning from maternity, adoption or shared parental leave.

RESOLVED that the prescribed statutory changes made to the Council's Redundancy Policy and Procedure be adopted.

CHAIR

DATE

Note: These minutes are subject to confirmation at the next meeting.