

**Report of the HR Manager**

**REDEPLOYMENT POLICY**

1. Purpose of report

To consider amendments to the Redeployment Policy.

2. Detail

The Redeployment Policy went through LJCC/Policy & Performance in February 2018 and a number of minor alterations have been proposed.

Firstly, requests for Redeployment should only be made once a year and where multiple requests are made, other Council HR policies may be appropriate e.g. Capability.

Previously, employees on the Redeployment Register could only be placed on there for up to 26 weeks; this has been clarified to state that those seeking redeployment for personal or reasons of bullying can stay on the register indefinitely. The time limit only applies to those who are under time-limited circumstances e.g. cases of redundancy or medical reasons.

Employees on the Register due to the latter two reasons cited above, will be given their contractual notice at the appropriate time within the 26 weeks to ensure that their last day of service coincides with their last day on the Register.

Any employee who undertakes a trial period in a redeployment post, will be placed in the trial period for up to 8 weeks and if successful, the length of the trial will then be deducted from their normal six month probation period.

**Recommendation**

**The Local Joint Consultative Committee is asked to RECOMMEND to the Policy and Performance Committee amendments to the Redeployment Policy to the Conditions of Service for employees.**

Background papers

Nil