

Redundancy Policy

Change Log		
Review Date	Action	By Whom
Nov 25	Adopted	FC

Adopted November 2025

Redundancy Policy

This policy sets out the council's approach to dealing with potential redundancies. It does not form part of employees' terms and conditions of employment and may be subject to change at the discretion of management.

Although the council's policy is to avoid redundancies wherever possible, the needs of the business may from time to time require a reduction in the overall number of staff employed or organisational changes that result in some employees being made redundant.

Where this is necessary, the council will ensure that:

- The total number of redundancies made is kept to a minimum.
- Employees are fully consulted on any proposals and their implementation.
- Selection for redundancy is based on clear criteria that will, as far as possible, be objectively and fairly applied
- Every effort is made to redeploy or find alternative work for employees selected for redundancy
- Support and advice are provided to employees selected for redundancy to help them find suitable work when their employment has come to an end.

Consultation

Consultations will be carried out with individual employees as appropriate. Individual employees will be consulted in respect of their own particular circumstances.

Voluntary redundancy

In order to minimise the need for compulsory redundancies, the council may consider requests from employees for voluntary redundancies. However, we reserve the right at our absolute discretion to decline requests for voluntary redundancy.

Redundancy selection

The criteria used in selecting employees for redundancy will depend on the existing circumstances and the particular needs of the council at the time. However, every effort will be made to construct a fair and robust set of criteria following appropriate consultations.

Individual employees who are provisionally selected for redundancy following the application of the criteria will be informed of the fact and invited to a meeting, at which they will be given an opportunity to make representations that the application of the criteria results in unfairness to them or if they feel that there has been a mistake in the application of the criteria.

Alternative work

We will make every effort to redeploy to suitable alternative work any employee who is selected for redundancy. Such employees will be informed of all the available vacancies in the council at the time of their selection and will be given an opportunity to discuss which vacancies are likely to be suitable for them. While priority will be given wherever possible to employees under threat of redundancy, the council reserves the right to select the best available candidate in relation to any given vacancy.

Employees have a separate legal entitlement to be offered any suitable alternative work that is available if they are made redundant whilst pregnant or on maternity leave, adoption, shared parental leave or neonatal care leave and for a period of up to 18 months after the baby is born or adoption placement starts (except in cases of miscarriage under 24 weeks where redundancy protection is for two weeks following the end of the pregnancy).

Termination of employment

Depending on the circumstances, we may waive our right to insist on employees working their notice and instead give a payment in lieu of notice.

If an employee is dismissed on the grounds of redundancy, they will be eligible to a redundancy payment if they have at least 2 years of continuous service. Details of redundancy payments will be provided separately.

Where an offer of suitable alternative employment is refused unreasonably, the Council could withhold the redundancy payment.

Central Swindon North Parish Council – Redundancy Pay Calculator

Service (Years)																				
Age	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
18	2	-																		
19	2	3	-																	
20	2	3	4	-																
21	2	3	4	5	-															
22	2	3	4	5	6	-														
23	3	4	5	6	7	8	-													
24	4	5	6	7	8	9	10	-												
25	4	6	7	8	9	10	11	12	-											
26	4	6	8	9	10	11	12	13	14	-										
27	4	6	8	10	11	12	13	14	15	16	-									
28	4	6	8	10	12	13	14	15	16	17	18	-								
29	4	6	8	10	12	15	15	16	17	18	19	20	-							
30	4	6	8	10	12	15	16	17	18	19	20	21	22	-						
31	4	6	8	1	12	14	16	18	19	20	21	22	23	24	-					
32	4	6	8	10	12	14	16	18	20	21	22	23	24	25	26	-				
33	4	6	8	10	12	14	16	18	20	22	23	24	25	26	27	28	-			
34	4	6	8	10	12	14	16	18	20	22	24	25	26	27	28	29	30	-		
35	4	6	8	10	12	14	16	18	20	22	24	26	27	28	29	30	31	32	-	
36	4	6	8	10	12	14	16	18	20	22	24	26	28	29	30	30	32	33	34	-
37	4	6	8	10	12	14	16	18	20	22	24	26	28	30	31	32	33	34	35	-
38	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	33	34	35	36	-
39	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	35	36	37	-
40	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	37	38	-
41	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38	39	-
42	5	7	9	11	13	15	17	19	21	23	25	27	29	31	33	35	37	39	41	-
43	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38	40	42	-
44	6	9	11	13	15	17	19	21	23	25	27	29	31	33	35	37	39	41	43	-
45	6	9	12	14	16	18	20	22	24	26	28	30	32	34	36	38	40	42	44	-
46	6	9	12	15	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	-
47	6	9	12	15	18	20	22	24	26	28	30	32	34	36	38	40	42	44	46	-
48	6	9	12	15	18	21	23	25	27	29	31	33	35	37	39	41	43	45	47	-
49	6	9	12	15	18	21	24	26	28	30	32	34	36	38	40	42	44	46	48	-
50	6	9	12	15	18	21	24	27	29	31	33	35	37	39	41	43	45	47	49	-
51	6	9	12	15	18	21	24	27	30	32	34	36	38	40	42	44	46	48	50	-
52	6	9	12	15	18	21	24	27	30	33	35	37	39	41	43	45	47	49	51	-
53	6	9	12	15	18	21	24	27	30	33	36	38	40	42	44	46	48	50	52	-
54	6	9	12	15	18	21	24	27	30	33	36	39	41	43	45	47	49	51	53	-
55	6	9	12	15	18	21	24	27	30	33	36	39	42	44	46	48	50	52	54	-
56	6	9	12	15	18	21	24	27	30	33	36	39	42	45	47	49	51	53	55	-
57	6	9	12	15	18	21	24	27	30	33	36	39	42	45	48	50	52	54	56	-
58	6	9	12	15	18	21	24	27	30	33	36	39	42	45	48	51	53	55	57	-
59	6	9	12	15	18	21	24	27	30	33	36	39	42	45	48	51	54	56	58	-
60	6	9	12	15	18	21	24	27	30	33	36	39	42	45	48	51	54	57	59	-
61*	6	9	12	15	18	21	24	27	30	33	36	39	42	45	48	51	54	59	60	-

61* = 61 and over

Redundancy Payments

If an employee is made redundant and has at least two years continuous service, they will receive the number of weeks' pay shown in the Redundancy Ready Reckoner. This number is worked out based on an employee's age and length of continuous service.

The amount of weeks paid is twice the amount legally required. The maximum amount the Council will pay per week is £787.50. This is the same for full time and part time employees.