



**Isle of Man  
Government**

*Reiltys Ellan Vannin*



# Government Policy In The Event Of Redundancy

Isle of Man Government Policy

Council of Ministers

June 2005

## **Government Policy in the event of Redundancy**

### **Policy**

It is Government policy to provide a stable work environment and security of employment for its employees, so far as is practicable. To this end it will endeavour to plan its human resource needs in such a manner as to minimise disruption to the provision of public services and avoid job losses to the maximum extent possible. In any event, employing authorities will contemplate compulsory redundancies only where no practical alternative exists.

### **Implementation**

To achieve this:-

- (a) Where the need arises to reduce the size of the workforce or to reorganise it because different skills are required, consideration will be given specifically to the following alternative options (not listed in any order of priority) to minimise or avoid the need for compulsory redundancies:-
  - (i) natural wastage;
  - (ii) restrictions on recruitment;
  - (iii) re-training or re-deployment by the employing authority;
  - (iv) changes to working practices to increase flexibility and reduce or eliminate the need for overtime;
  - (v) introduction of short-time working, temporary lay off or job sharing (where appropriate and provided for in the Contract of Employment or by an agreed variation of its terms);
  - (vi) compulsory retirement of those employees already beyond the normal retirement age;
  - (vii) seeking applicants for voluntary redundancy or early retirement;
  - (viii) termination of the employment of temporary or casual staff.
- (b) Preliminary consultation will then take place with those concerned, including recognised registered trades unions or staff associations, and such consultation will precede any public announcement of a redundancy programme and the issue of notices of termination. The purpose of the consultation will be to provide an opportunity for all concerned to explore the above options for reducing staff numbers or for achieving the required balance of skills and experience and to seek mutually acceptable solutions through a genuine and constructive exchange of views.
- (c) If after due consideration of all the options, the need for redundancies remains, the employing authority will begin a process of further formal consultation with recognised registered trades unions or staff associations (or with individual employees where they are not represented), at the start of which the following information will be provided (or as soon as it becomes available):-
  - (i) the reasons for the proposed redundancies;

- (ii) the number and description of employees that it is proposed to make redundant;
  - (iii) the total number of employees of any such description;
  - (iv) the way in which it is proposed that employees will be selected for redundancy;
  - (v) how the dismissals are proposed to be carried out, taking account of any agreed procedure, including the period over which the dismissals are to take effect.
- (d) Recognised registered trades unions and staff associations will also be consulted about the selection criteria proposed to be used by the employing authority.
- (e) A provisional selection for redundancy will then be made and a process of immediate consultation will then begin on an individual basis with those employees provisionally selected. The employees concerned will be informed of the basis of their (provisional) selection and invited to make representations on their proposed dismissals within 7 working days. A confirmed selection will be made only after full consideration of all representations received.
- (f) Where selection for redundancy has been confirmed, those employees selected will be given notice of termination in accordance with contractual entitlements and made aware of any agreed procedure for further appeal.
- (g) Where alternative employment exists for which the individual employees are considered suitable, this will be offered to those selected for redundancy and, if the offer is accepted, a trial period will operate in accordance with Section 4 of the Redundancy Payments Act 1990.
- (h) Reasonable time off will be allowed to employees under notice of termination on redundancy grounds to seek other employment and attend job interviews.
- (i) Compensation for loss of employment due to redundancy will be in accordance with the Redundancy Payments Act 1990 and Orders made thereunder (except where the employees concerned are excluded from the provisions of the Act because of their membership of an occupational superannuation scheme).

May 1994