



Addendum to Item 4

Members Trade Union Joint Consultative and Safety Panel/Employment Committee 26th April 2021

Title: Warwick District Council and Stratford District Council Joint Policies - Addendum

Lead Officer: Tracy Dolphin/Elaine Priestley

Portfolio Holder: Councillor Day

Public / Confidential report: Public

Wards of the District directly affected: All

Contrary to the policy framework: No

Contrary to the budgetary framework: No

Key Decision: No

Included within the Forward Plan: No

Equality Impact Assessment Undertaken: No

Consultation & Community Engagement: No

Final Decision: Yes

Accessibility checked: Yes

Officer/Councillor Approval

Officer Approval	Date	Name
Chief Executive/Deputy Chief Executive	22/4/21	Chris Elliott
CMT	22/4/21	Chris Elliott, Andrew Jones, David Barber
Section 151 Officer	22/4/21	Mike Snow
Monitoring Officer	22/4/21	Andrew Jones
Finance	22/4/21	Mike Snow
Portfolio Holder(s)	22/4/21	Andrew Day

Addendum to Agenda Item 4

Addendum

1. The Committee reports were published were prior to the end of the extended UNISON consultation period. This addendum updates the position following the feedback received.
2. The Joint Organisational Change Policy Statement, the Joint Redundancy Policy and Procedure and the Joint Redeployment Policy and Procedure were withdrawn from the scheduled Employment Committee meeting of 23rd March 2021 to allow for a further four week consultation period with UNISON. To ensure a fair and transparent in the process, this time period also provided the same opportunity for all staff to share their views, on these policies. A number of questions were received by both the Employer and UNISON these have been shared and responded in full both to individuals raising them and via the Council's intranet Joint Working page.
3. This period closed on 20th April 2021. The Council having, given consideration to the feedback received does not propose to amend the policies as put forward. UNISON, having reviewed the consultation process that has taken place and the questions and comments received, have confirmed their agreement to the proposals as put forward to the 23rd March and 26th April Employment Committees.
4. Therefore there are no changes to polices or procedures put forward or to the proposals that the Employment Committee approves the adoption of:
 - a. Joint Organisational Change Policy Statement – Appendix A
 - b. Joint Redundancy Policy and Procedure – Appendix B
 - c. Joint Redeployment Policy and Procedure – Appendix C

Changes from the 23rd March 2021 Employment Committee report are highlighted in italics in the published report for the 26th April 2021 Employment Committee report.

An additional appendix 1 – Compensation Table – is also attached which should have been part of the Joint Redundancy Policy.

COMPENSATION UNDER THE ERA 1996

Age	Completed Years of Service																			
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
20	1	1	1	1	-															
21	1	1½	1½	1½	1½	-														
22	1	1½	2	2	2	2	-													
23	1½	2	2½	3	3	3	3	-												
24	2	2½	3	3½	4	4	4	4	-											
25	2	3	3½	4	4½	5	5	5	5	-										
26	2	3	4	4½	5	5½	6	6	6	6	-									
27	2	3	4	5	5½	6	6½	7	7	7	7	-								
28	2	3	4	5	6	6½	7	7½	8	8	8	8	-							
29	2	3	4	5	6	7	7½	8	8½	9	9	9	9	-						
30	2	3	4	5	6	7	8	8½	9	9½	10	10	10	10	-					
31	2	3	4	5	6	7	8	9	9½	10	10½	11	11	11	11	-				
32	2	3	4	5	6	7	8	9	10	10½	11	11½	12	12	12	12	-			
33	2	3	4	5	6	7	8	9	10	11	11½	12	12½	13	13	13	13	-		
34	2	3	4	5	6	7	8	9	10	11	12	12½	13	13½	14	14	14	14	-	
35	2	3	4	5	6	7	8	9	10	11	12	13	13½	14	14½	15	15	15	15	
36	2	3	4	5	6	7	8	9	10	11	12	13	14	14½	15	15½	16	16	16	
37	2	3	4	5	6	7	8	9	10	11	12	13	14	15	15½	16	16½	17	17	
38	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16½	17	17½	18	
39	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17½	18	18½	
40	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	18½	19	
41	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	19½	
42	2½	3½	4½	5½	6½	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	
43	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
44	3½	4½	5½	6½	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	
45	3	4½	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
46	3	4½	6	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	
47	3	4½	6	7½	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
48	3	4½	6	7½	9	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	23½	
49	3	4½	6	7½	9	10½	12	13	14	15	16	17	18	19	20	21	22	23	24	
50	3	4½	6	7½	9	10½	12	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	23½	24½	
51	3	4½	6	7½	9	10½	12	13½	15	16	17	18	19	20	21	22	23	24	25	
52	3	4½	6	7½	9	10½	12	13½	15	16½	17½	18½	19½	20½	21½	22½	23½	24½	25½	
53	3	4½	6	7½	9	10½	12	13½	15	16½	18	19	20	21	22	23	24	25	26	
54	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	20½	21½	22½	23½	24½	25½	26½	
55	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22	23	24	25	26	27	
56	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	23½	24½	25½	26½	27½	
57	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25	26	27	28	
58	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	26½	27½	28½	
59	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28	29	
60	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	29½	
61	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	30	
62	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	30	
63	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	30	
64*	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	30	

* The redundancy payment is reduced by 1/12th for each complete month the employee has remained in employment beyond age 64.