

Staff Redundancy Policy

WHC reserves the right to amend this policy at its discretion. The most up-to-date version can be downloaded from our website.



University of the
Highlands and Islands
West Highland College

Oilthigh na Gàidhealtachd
agus nan Eilean
Colaiste na Gàidhealtachd an Iar

STAFF REDUNDANCY POLICY

ELT manager	Vice Principal Academic Affairs
Responsible officer	HR Manager
Date first approved by BoM	12 March 2013
First Review Date	February 2014
Date Review approved by BoM	
Next review date	Under Review The Board agrees that this policy will come to the Board meeting in June 2018
Equality impact assessment	
Further information (where relevant)	

Reviewer	Date	Review Action/Impact	BoM

HUMAN RESOURCES POLICY AND PROCEDURES FRAMEWORK

Staff Redundancy Policy

1 Purpose

The policy outlined in this document, and the related procedures and appendices, are intended to ensure that unavoidable redundancy issues are dealt with in a fair and equitable manner. In adopting this policy in relation to redundancy issues it is intended that the necessity for redundancies is reduced and that unavoidable redundancies are handled in a professional and positive manner.

The consideration and adoption of this policy does not signal that redundancies are either imminent or inevitable. It is recognised that the adoption of a redundancy policy and procedure is an appropriate step in reducing the possibility of redundancies arising and in positively considering and managing staffing issues.

2 Scope

2.1 This policy document defines the framework within which redundancy issues will be handled in respect of all staff employed by WHC UHI

2.1.1 This policy does not apply to the expiry of non-established posts where redundancy payment rights have been waived. In these circumstances, individual members of staff will, however, remain covered by the statutory entitlements in force at that particular time.

2.1.2 This redundancy policy and procedure has been agreed following discussion with College staff and will not be amended without further consultation taking place. This policy document is a statement of intent and is not intended to be contractually binding.

2.1.3 Details of the statutory provisions in force in respect of redundancy issues are available from the HR Office.

3 Redundancy Decisions

Where it becomes necessary for the College to consider possible redundancies, decisions in respect of individual members of staff will be taken in line with the undernoted procedures.

4 Review

This policy will be reviewed by February 2014 or when circumstances change any part of it

5. References

Staff Redundancy Procedures and Appendices.

Statutory and legal provision governing redundancy and dismissal issues.

Information and advice regarding statutory and legal redundancy and dismissal requirements applicable to employment matters a may be sought by contacting the Director of Quality and Human Resources.

Equal Opportunities Policy and Procedures.

ACAS Code of Practice guidelines on Staff Redundancy.