

Mike Fogg  
Director of Corporate Support Services  
Sefton MBC

16 December 2011

Dear Mike,



## **NW EMPLOYERS HR COMMITTEE – 6 DECEMBER 2011**

In advance of the formal minutes for the North West Employers HR Committee (6 December 2011) being sent out I thought it may be useful to confirm details of the discussion at the committee to enable you to report back to Cabinet.

The HR Committee considered the issue of redundancy pay policy across the region, as requested by Sefton MBC.

As background information the committee reviewed the employer intelligence output on redundancy pay policy from November 2010 and survey information gathered by Sefton MBC August 2011.

The committee discussion highlighted the following points:

- The policies and procedures that determine the circumstances, calculation and financial constraints of redundancy pay vary across the region,
- Authorities have locally determined policy objectives associated with managing reductions within the workforce. Flexibility in determining the appropriate structure of redundancy pay, within the limits of discretion, remains important to individual authorities. The HR Committee considered well informed local determination remained appropriate for the region's interests.
- NW Employers has an important role in keeping authorities informed of good practice in this and other policy areas and the 'Employer Zone' in NW Connex provides a store for such employer information. The employer intelligence survey on redundancy pay is to be refreshed at the end of 2011 to capture recent changes.
- The Localism Act will require all authorities to publish a policy statement including its arrangements for determining severance payments by April 2012, therefore more detail of the different policies and the objectives that lie behind the varying approaches will be publicly available.

The HR Committee aims to ensure that Sefton MBC and all other North West Employers' members are well informed for their local decision making on redundancy policy and payments.

I hope that the above summary may assist you in advance of the minutes. Please contact me if you have any queries.

Yours sincerely,

**Keith Power**  
Dir. Workforce & Employment



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5 Dec note of discussion item.doc

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