

The additional consultation comments below have been received on 24 June from Alison Hunt, UNISON Branch Secretary. The original comment was sent to UNISON branch by an employee who is a union member.

No formal response will be offered prior to the meeting of the committee on 25 June.

*Hi Alison*

*A few comments on the redundancy policy consultation.*

- *Just because other Councils pay the minimum redundancy terms should not mean that Gedling should automatically follow suit – it should not be a race to the bottom. As an employer Gedling should “benchmark” with the redundancy policies of other large employers in the public and private sector.*
- *The lowest paid and those with only a few years service (including those working part time) would be hardest hit which seems unfair.*
- *If there has to be redundancies it is important to have incentives in place to encourage voluntary redundancy as there are often people willing to leave if the incentive is sufficient.*
- *If part of the rationale is to limit large payment packages then a maximum amount could be imposed.*
- *There is an argument for a minimum payment to be set to help protect those with only a few years service*
- *The offer of assisting in finding an alternative job is welcome but cannot be considered to be compensation for loss of a considerable redundancy payment.*