Service Policy: PODPOL01 Overarching Redundancy Policy

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Version	Date	Author	Reasons for Change
2	November 2013	[redacted]	Transfer on to newer template
2.1	April 2015	[redacted]ss	Annual Review
2.2	April 2016	[redacted]	Annual Review
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2.4	April 2018	[redacted]	Annual Review
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2.9	March 2026	[redacted]	Update to legislation title

Initial	Full	Date	Reviewed by	Comments
X		Nov 2011	DAG	

Date	Reviewed by	Comments

Doc. Type	Ref No.	Title	Location
SI	0695	Redundancy	Portal: Service Instruction
Policy	PODPOL05	Relocation	Portal: Policies
Fire Standard		Core code of ethics	Portal:National_Fire_Standards
Fire Standard		Communication and Engagement,	Portal:National_Fire_Standards
Fire Standard		Leading the service	Portal:National_Fire_Standards

Target Audience:

All MFRS	Principal Officers	Senior Officers	Operational Crews	Fire Safety	Community Fire Safety	Support Staff
X						

Ownership:

FOI exemption required?	Yes		URL	
	No	X	Reason	

Legislation:

Title	Employment Rights Act 2025
	Trade Union and Labour Relations (consolidation) Act 2004
	Information and Consultation of Employees Regulations 2004
	The Employment Equality (age) Regulations 2006
	The Collective Redundancies (amendment) Regulations 2006
	The Equalities Act 2010

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PODPOL01 Overarching Redundancy Policy

1. Policy Introduction and Background:

The Authority recognises that innovation, change and flexibility are essential requirements in any successful organisation and in the delivery of its service to the Community. As a result, the Authority is committed to review and where necessary change working practices and structures to ensure that Merseyside Fire Authority maintains its modern and forward-looking approach.

Periods of change often leads to uncertainty during the process. Where change may result in job losses there is an understandable and negative impact on employee feelings regarding their job security, morale, motivation and engagement levels. The Authority understands and will strive to minimise employee concerns during this stressful time.

2. Policy Explanation:

Consultation

The Authority is committed to open, fair and respectful treatment of its employees who are involved in change. It will enter into meaningful consultation with both individual employees and the representative bodies. Information and communication will be disseminated in good time to allow employees to understand and fully participate in the change process.

Redeployment

Where employees are at risk of redundancy or, who may have their employment terminated due to the expiry of a fixed term contract, the Authority will aim to redeploy a skilled employee into a suitable alternative post.

Redundancy

Any employee placed at risk of redundancy will be selected as a result of a fair and transparent process which assesses their skills and experience alongside their demonstration of the Authority values.

Where a decision has been made to terminate a contract of employment the Authority will observe statutory redundancy payment criteria and will explain to the employee how their final payment is to be made to them. Depending on the circumstances of the redundancy, the Authority may on a case by case basis consider an enhanced redundancy package.

Support

In every case the Authority will offer support for the emotional impact of change and also offer practical help through our internal outplacement service, such as cv writing, tutorials and interview skills for employees who are impacted by the change.

It is additionally recognised that employees who are not directly impacted by change or who secure a role after the change process may also feel distressed or have residual concerns. The Authority commits to providing help and support through open management practices, communication and through the utilisation of the professional guidance provided by our Health and Wellbeing team.

In order to support these aims the Authority has the following Service Instructions in place

- Redundancy Service Instruction
- Relocation Service Instruction

3. Policy Implementation:

- SI0695 Redundancy
- PODPOL05 Relocation

POLICY

All Policies can be found on the Website

POLICY