1. Introduction

1.1 This policy sets redundancies. It do employment and m

Volun

1.2 It is the Company redundancies are u the Company's o employees are nee Company, then cor

2. Process

- 2.1 If it becomes net <<State Job Title E possible of the re proposals. In these the process, invite
- 2.2 Invitations to volur <<State E.g. Dep proposals. [At the Departments OR T to put themselves f
- 2.3 Invitations to volu employees in writir be available for a closing date for a employees to us
- 2.4 Employees will b volunteering for, re

3. Selection for Voluntary

- 3.1 Employees who de that they are not gu
- 3.2 The Company's c





Policy

>

broach to managing voluntary loyees' terms and conditions of at the Company's discretion.

business in such a way that sary. However, in the event that and the result is that fewer r all of the work required by the nay become necessary.

iny to consider redundancies, ill advise employees as soon as I redundancy situation and its mpany will, at an early stage in pr redundancy.

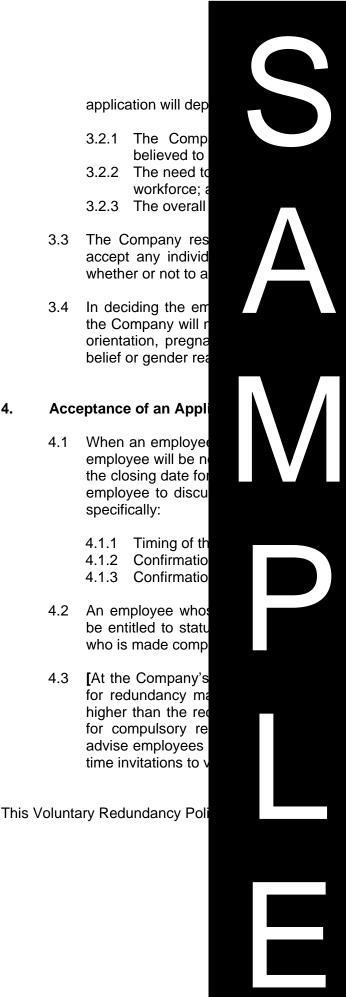
be offered to employees in all who will be affected by the , employees in <<State E.g. ctly affected may also be invited indancy.]

will be communicated to the lunteer for redundancy will only The letter will clearly state the tion form will be provided for ply for voluntary redundancy.

expressing an interest in, or to a resignation.

ry redundancy should be aware pplication accepted.

or not to accept a particular



nowledge and skills that are uture business aims; lovees with different skills in the

time.

n to decide whether or not to ndancy and the decision as to ular application is final.

ected for voluntary redundancy, ounds of age, race, sex, sexual or civil partnership, religion or

dundancy

ary redundancy is accepted, the writing as soon as possible after a meeting will be set up with the of their voluntary redundancy.

final pay and benefits; and dancy pay.

ary redundancy is accepted will the same way as an employee

who volunteer and are accepted ion settlement payment that is y employees who are selected umstances, the Company will terms that will be offered at the ted.]

ce.

3.2.1

3.2.2

3.3

3.4

4.1

4.2

4.3

specifically:

4.1.1

4.