



EMPLOYMENT COMMITTEE - THURSDAY, 13 SEPTEMBER 2018

RE-ENGAGEMENT OF FORMER EMPLOYEES

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to seek Employment Committee's approval for the introduction of a new policy on the re-engagement of former employees.

Policy Framework and Previous Decisions

2. In February 2018 when approving the Pay Policy Statement, the Committee agreed that consideration should be given to extending the timeframe after which an employee who is made redundant by the Council may return to its employment.

Background

3. Currently the Council does not have a policy that restricts employees from returning following redundancy or a settlement agreement. In the case of redundancy, an employee may return, without the need to repay their redundancy payment, once the statutory four week break in employment has passed.
4. In order to ensure the appropriate use of public funds whilst still satisfying operational requirements, it is proposed to restrict employees who leave due to voluntary redundancy or under a settlement agreement from being re-engaged by the Council for a period of 12 months unless approval is granted.
5. This restriction will apply to the re-engagement of former employees in any capacity including:
 - On a contract of employment (either fixed-term or permanent);
 - On an apprenticeship contract;
 - As a casual worker;
 - As an agency worker through the Council's approved provider or another agency;
 - On a self-employed basis or as a consultant.
6. Where re-engagement of the former employee is agreed, the individual will be required to repay either all or a proportion of any severance payment received from the Council. The amount to be recovered will depend on the time that has elapsed

since they received the payment but usually will equate to 1/12 per month of time remaining of the 12-month non re-engagement period.

7. The trade unions have been consulted on the proposed policy and they are in agreement with its contents.

Recommendations

8. It is recommended that the Committee approve the introduction of the new Policy on the Re-engagement of Former Employees which is attached as Appendix A to this report.

Background Papers

9. None.

Circulation under the Local Issues Alert Procedure

10. None.

Officer to Contact

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List of Appendices

Appendix A - Policy on the Re-Engagement of Former Employees

Equality and Human Rights Implications

11. An Equality and Human Rights Impact Assessment has been completed and no issues were identified.