

## Appendix C – Protection Arrangements

### **Terms and Conditions for Employees who are Redeployed (Redundancy and Organisational Changes)**

1. If the salary in the discontinued post exceeds that of the new post the Council will protect, on a personal basis, the gross earnings of the employee immediately prior to re-deployment. This is accepted as a positive step in ensuring staff motivation and commitment during this change. The protection will operate as follows:
  - a. If the grade of the new post is one below the current post then 3 years protection will be given, with no cost of living awards or increments. At the end of the 3 years the employee's salary will move to the top of the grade of the new post.
  - b. If the grade of the new post is more than one below the current post then there will be an immediate drop of salary to the top of the next grade below. 3 years protection will be given, with no cost of living awards or increments. At the end of the 3 years the employee's salary will move to the top of the grade of the new post.
  - c. If the current post has a car package associated with it then 3 years protection of this will be given. This will be implemented in the most cost effective way to the Authority. This obviously does not apply if the new post has an associated car package.
  - d. If there are differences in leave allowance between the new and current post then the new leave allowance will apply immediately. Any agreements regarding overtime or other such payments will be separately negotiated according to the circumstances of the particular case.
2. It may be the case of individual employees that the change of work place may give rise to exceptional hardship and in such cases we will consider the particular circumstances. However, generally an employee incurring additional travelling expenses through re-deployment will be paid an allowance equal to the difference between the cost of travelling from his home to his new place of work and from his home to his old place of work. This will be for a period of two years based on either second class train and/or bus fares or mileage allowance in respect of the additional mileage actually involved in the change of work place where public transport is not available.