



## **Redundancy policy**

From time to time MG ALBA may require fewer employees because of economic, technological or business-related reasons. Regrettably, this could result in some employee redundancies as the organisational design changes in line with business needs and to aid future growth and sustainability.

The constantly changing business environment means that redundancy is occasionally inevitable, but MG ALBA will do its utmost to find other solutions first and wherever possible, employees will be redeployed. There will be support made available where redeployment is not possible.

It is MG ALBA's intention to avoid redundancies wherever possible, and if they should be unavoidable to mitigate their effect. Furthermore, this policy reflects MG ALBA's commitment to full employee consultation and to provide appropriate support to staff should redundancies take place.

This applies to all categories of staff and this policy is in line with all relevant employment legislation and requirements including:

- Equality Act 2010;
- Employment Rights Act 1996;
- Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002;
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000; and
- Employment Act 2002 (Dispute Resolution) Regulations 2004

This policy also applies to any situation where fewer employees are required due to a reorganisation of work.

MG ALBA will comply with all requirements under statute, employment regulation and in line with current guidance provided by ACAS in terms of identifying alternatives to redundancy; voluntary redundancy; consultation and information; redundancy selection, suitable alternative work, time off to look for work / undergo training, support for redundant employees, notice and termination of employment.

## **Statutory Redundancy Payments**

Those employees with two or more years' continuous service with MG ALBA will be entitled to receive a statutory redundancy payment. This will be calculated according to their age, length of service and final gross weekly pay subject to the statutory maximum (based on the maximum rate of a week's pay at the time of the redundancy dismissal). There will be discretion to pay enhanced redundancy monies assessed on a case by case basis and using objective criteria, subject to authorisation by the Chief Executive.