

APPENDIX 3

REDUNDANCY AND RE-ENGAGEMENT - BENCHMARKING WITH OTHER AUTHORITIES

AUTHORITY	RE-ENGAGE FOLLOWING VR	RE-ENGAGE FOLLOWING CR	TIME PERIOD TO ELAPSE FROM LEAVE DATE	IS TIME PERIOD DEPENDANT ON JOB GRADE	COMMENTS
Sandwell	Dependant on approval of Chief Executive	Dependant on approval of Chief Executive	Within previous 3 years in cases of both VR and CR	No	This is applicable to both permanent and casual contracts and also applies to employees having left on a Settlement Agreement.
Wolverhampton	Yes	Yes	VR – 12 months CR – None	No	For those taking VR, will only re-engage once 12 month period has elapsed. For CR – anyone re-hired within first month are required to repay their redundancy.
Shropshire	Yes	Yes	None	No	Try to avoid re-engagement albeit where work is of a specialist nature, would re-employ on permanent basis or self-employed for a specific time or project.
Herefordshire	Yes	Yes	VR - 6 months CR - 6 months	No	

Lichfield	Yes	Yes	VR - 12 months CR - Statutory break in service	No	
Solihull	No	No	N/A	N/A	As a general rule do not re-engage following a redundancy whether voluntary or compulsory. There may be some isolated cases but this would not be before a 12 month period had expired and would only be into a different role.
Stoke	Yes	Yes	VR - over 12 months CR - None	No	
Walsall	Yes	Yes	VR - minimum of 12 months unless exceptional circumstance and waiver has been authorised.	No	The minimum of 12 months after termination applies whether pension has been accessed or not.
Birmingham	Yes	Yes	After 12 months if not receiving a local government pension. After 3 years if receiving a local government pension.	No	

In all cases, the time period was not dependent upon the nature of the contract i.e. permanent, temporary, casual, off payroll.