



NOTICE OF MOTION TO MORAY COUNCIL ON WEDNESDAY 28 JUNE 2024

Preliminary issues

- No preliminary issues to consider

Background

- At a national level in Scotland, no compulsory redundancy has created the right environment to provide staff with job security while enabling employers and their staff representatives to take a range of steps to manage their headcount and budgets.
- A no compulsory redundancy policy would help to reduce anxiety amongst staff groups as the Council works to address challenging pressures and a tight fiscal environment.

Action

Council agrees to adopt a policy of no compulsory redundancies and instructs officers to bring a report to the next meeting of Moray Council with an amended redundancy policy for Council's consideration.

Financial implications

- There are no direct costs related to the policy redrafting, however it is recognised that this policy change would have implications for the Council's approach to budget setting.
- Officer time to incorporate draft amendments to the existing redundancy policy will be required. It has been confirmed with officers that this re-drafting can be achieved within existing resource.

PROPOSED BY COUNCILLOR LEADBITTER

SECONDED BY COUNCILLOR FERNANDES