



**For better  
mental health**

## **REDUNDANCY POLICY**

1. RBMIND seeks to avoid redundancy amongst its staff, whether this be compulsory or voluntary. However, in the event of its ceasing or expecting to cease to provide services, in whole or in part, or where there is a need to reorganise staffing arrangements that cannot be fully met by redeployment and retraining, it has adopted the following redundancy procedure.
2. RBMIND will fully consult with staff in accordance with its legal obligations, and will seek to give at least thirty calendar days' notice of any intention to declare redundancies. Any proposals for selection for redundancy will be based only on suitability or otherwise for remaining and new posts.
3. As soon as practicable after giving general notice of redundancy, it will publish detailed proposals of changes, the timetable for implementation, the reasons for them, and the staff affected, including as a first preference wherever possible, redeployment and retraining proposals and how staff will be selected for these. Staff, either individually or collectively, will be invited to submit alternative proposals.
4. Following this period of consultation, the director will submit final proposals to the Management Committee for consideration and implementation.
5. Formal notice of redundancy will then be served as appropriate. Any member of staff then facing redundancy shall be entitled to reasonable time off with pay to seek alternative employment. Any employee offered redeployment who refuses such an offer shall not be entitled to redundancy pay.
6. Staff under notice of termination of employment as a result of redundancy shall be entitled to a notice period determined by their contract. R-BMIND reserves the right to make a payment in lieu of notice, which shall normally be free of tax and NI deductions.
7. In addition, staff will be entitled to the following lump sum redundancy payments. These payments will not be capped by the prevailing redundancy payment calculator limit.

<i>Length of Service*</i>	<i>Weeks' Pay</i>
Up to 6 months	0
6 months – up to 2 years	2
2 years – up to 3 years	4
3 years – up to 4 years	5
4 years – up to 5 years	6
each additional full year thereafter	2 in addition

\*As at anticipated last day of service