Classification Open	Item No.

Meeting:	Employment Panel
Meeting date:	10th November 2026
Title of report:	Redeployment Activity and Outcomes Update (April 2026 - September 2026)
Report by:	Sue Williams, Assistant Director of People, Inclusion and Culture
Decision Type:	Information

EXECUTIVE SUMMARY

This report provides Employment Panel with a six-month update on redeployment activity and outcomes covering the period April 2026 to September 2026.

The report also provides an overview of the implementation of the Council's updated Redeployment Policy, which came into effect in July 2026. The revised policy introduced a clear framework for managing redeployment cases, including eligibility criteria, priority categories, responsibilities, and processes to support employees who are at risk of losing their employment or whose current roles are no longer suitable.

Since April 2026, five employees have been placed on the Council's redeployment register. At the time of writing, all five cases remain active and no redeployments have been successfully concluded. Employees have been placed on the register as a result of organisational change, ill health and capability processes.

RECOMMENDATION(S)

Employment Panel is requested to:

1. Note the redeployment activity and outcomes for the period April 2026 to September 2026.
2. Note the implementation of the updated Redeployment Policy introduced in July 2026.
3. Note the ongoing support arrangements in place for employees on the redeployment register.

KEY CONSIDERATIONS

Background

The Council is committed to supporting employees whose roles are at risk or who are unable to continue in their substantive role due to organisational change, ill health, capability, redundancy or other circumstances covered by the Redeployment Policy. The policy seeks to retain skills, experience and organisational knowledge wherever possible by providing employees with opportunities to secure suitable alternative employment within the organisation.

A revised Redeployment Policy was approved and implemented in July 2026. The policy outlines a formal redeployment register and established two priority categories:

- Priority 1: Employees who are under formal notice that their employment will end.
- Priority 2: Employees who are eligible for redeployment but are not under notice of dismissal.

The policy introduced structured arrangements including weekly vacancy notifications, regular review meetings, priority consideration for suitable vacancies and a four-week trial period for successful redeployment placements

Redeployment Activity

Between April 2026 and September 2026, five employees were placed on the Council's redeployment register.

The reasons for placement on the redeployment register are summarised below:

Reason for Redeployment	Number of Employees

Organisational Change Programmes	2
Ill Health	2
Capability	1
Total	5

The current priority status of employees on the register is:

Priority Status	Number of Employees
Priority 1 (under notice)	1
Priority 2 (not under notice)	4
Total	5

All employees receive support in accordance with the requirements of the Redeployment Policy, including access to weekly vacancy notifications and regular review discussions with HR and management representatives.

Outcomes

At the date of this report:

- Five employees remain on the redeployment register.
- No employees have secured redeployment into alternative positions during the reporting period.
- No redeployment cases have been closed.
- Active support and vacancy matching continue for all employees on the register.

The relatively low volume of cases reflects the targeted application of the policy and the Council's continued focus on retaining employees wherever possible through organisational change processes and employee support arrangements.

The People, Inclusion and Culture team will continue to monitor progress and work collaboratively with managers to identify suitable opportunities for individuals currently on the register.

OTHER ALTERNATIVE OPTIONS CONSIDERED

No alternative options have been considered as this report is presented for information and monitoring purposes.

COMMUNITY IMPACT / CONTRIBUTION TO THE BURY 2030 STRATEGY

The Council's commitment to supporting employees through redeployment contributes to organisational resilience and workforce sustainability. Retaining experienced employees where possible helps maintain service delivery and supports the Council's objective of being an inclusive and responsible employer.

EQUALITY IMPACT AND CONSIDERATIONS:

24. *Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:*

    A public authority must, in the exercise of its functions, have due regard to the need to -

    (a) *eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;*

    (b) *advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*

    (c) *foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

25. *The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of services*.

The Redeployment Policy supports the Council's commitment to equality of opportunity by ensuring a fair, transparent and consistent process for employees whose employment circumstances have changed.

The policy provides support for employees experiencing ill health and ensures consideration of suitable alternative employment opportunities, including any reasonable adjustments that may be required.

The arrangements set out within the policy have been designed to ensure that redeployment opportunities are considered consistently and without discrimination.

ASSESSMENT OF RISK:

Failure to operate an effective redeployment process may increase the risk of avoidable redundancies, loss of organisational knowledge, employee relations issues and potential employment-related claims.

The revised Redeployment Policy provides a structured framework to mitigate these risks by ensuring employees are supported and considered for suitable alternative employment opportunities wherever possible.

CONSULTATION:

Individual redeployment cases continue to be managed in consultation with affected employees and, where appropriate, recognised Trade Union representatives.

LEGAL IMPLICATIONS:

The Council will seek to redeploy employees who are at risk of dismissal due to redundancy or ill health wherever suitable opportunities exist, reflecting its legal obligations to consider alternatives to dismissal and, where applicable, to make reasonable adjustments for disabled employees.

FINANCIAL IMPLICATIONS:

Redeployment can reduce or avoid redundancy and recruitment costs, while retaining valuable skills, knowledge and experience within the organisation.

REPORT AUTHOR AND CONTACT DETAILS:

Nicole Howarth
People Advisory Service Manager

Sue Williams
Assistant Director of People, Inclusion & Culture

BACKGROUND INFORMATION:

Glossary

Term	Meaning
Redeployment Register	A register of employees eligible for redeployment opportunities within the Council.
Priority 1	Employees under formal notice that their employment will end.
Priority 2	Employees eligible for redeployment but not under notice of dismissal.
Suitable Alternative Employment	A role identified as appropriate having regard to skills, experience, qualifications, pay and other relevant factors.