

# **Equality Impact Assessment Level 3 FULL EQUALITY IMPACT ASSESSMENT Protection of Earnings policy**

## **Background**

### **Aims of the Procedure**

This policy aims to provide:

- a secure and settled period during which employment more in line with the employee's former earnings potential can be sought; and
- some cushioning from the immediate effects of job loss and loss of earnings.

The Policy is defined and managed by the HR team.

The stakeholders are: HR, all employees, all managers and the Trade Unions.

The current policy outlines the protection arrangements available when a post is declared redundant and an employee is subsequently redeployed into a lower-graded post.

### **Methodology and Sources of Data**

The low numbers of staff who have qualified for protection of earnings means that there is no meaningful equalities data. This EIA has therefore been based on a review of the Policy, in particular how it links with associated policies and procedures, namely:

- the recently agreed Redundancy Policy and Selection Procedure;
- the Redeployment Procedure;
- the Attendance Management Framework; and
- the Capability Policy (Performance).

### **Assessment on Impact on Equality**

There is no data available or any other information which suggests any adverse impact on any group based on equality strand.

### **Consideration of Alternative Approaches/Mitigation of Negative Impact**

Given that it is likely that more staff will fall under the provisions of the procedure because of spending cuts, it would be useful to review this. The current procedure has a number of gaps which we need to consider in order to achieve clarity and consistency. This will then ensure all staff are treated equally and reduce the risk of challenges to the Council, in terms of failure to apply the policies correctly. The review should therefore also include the Redeployment Procedure.

- it only refers to redundancy rather than other circumstances which qualify for protection of earnings;
- it does not specify a maximum level of protection;
- it does not specify any minimum qualifying service – although the Redeployment Policy has some (unclear) suggestion of people with 2 years' service being treated more favourably;
- the current Redeployment Policy allows for medical redeployment. In practice, earnings have been protected (max one grade or 4 scp's), although this is not expressly stated in any policy or procedure.

- The Capability Policy (Performance) states that redeployment will not qualify for protection of earnings and it would be helpful to reiterate this in the Protection of Earnings policy.

### **Monitoring Arrangements**

We will monitor the outcomes for staff placed on the redeployment register and who receive salary protection.

### **Formal Consultation**

A revised draft will be produced and agreement sought with Management Team, the Trade Unions and Management Review Committee.

### **Publication of the EIA**

As with other EIAs, it will be published on the Council's website.

### **Conclusions**

No adverse impact has been identified but it is timely to review the procedure.

**This Full Impact Assessment has been completed to the best of our knowledge**

### **Details of Officer Completing Full Impact Assessment**

Name:

Post Title

Department/Section

Contact Number

Signature:

Date

### **Details of Departmental Equalities Representative**

Name:

Post Title

Department/Section

Contact Number

Signature:

Date