

# Freedom of Information Request

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**Date of response: 14<sup>th</sup> February 2023**

## Freedom of Information request regarding Redundancy and Severance Payments

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### Request

1. How many public sector employees have been made redundant from 2008 to date, and have received redundancy payments under Section 8 of the States of Guernsey's Redundancy and Redeployment Procedures?
2. What are the total severance payments (including any pension contributions in lieu) of such redundancies?

For each of questions 1 and 2, please provide a breakdown per political term since 2008 (2008-2012, 2012-2016, 2016-2020 and 2020 to date).

3. How many employees who have received severance payments in accordance with 1 above have subsequently been re-engaged by the States of Guernsey on any type of contractual basis?

### Response provided by the Policy & Resources Committee:

We have endeavoured to answer the questions as fully as we can, but we are unable to source data going back to 2008. We have set out data relating to this current political term, and the previous one, as we hold that data, and can be assured of its validity. We have also provided some additional information below, regarding the use of redundancy within the States of Guernsey public service.

Redundancy relates to the post being removed from the organisational structure, which results in savings over time. It does not relate to the mechanism for exiting employees whose conduct or performance falls short of expected standards. Potential redundancies (i.e. the removal of a position from the organisation) are managed by means of a Redundancy and Redeployment policy. Redeployment is always the preferred option, and due to the breadth and diversity of roles across the public service, and the associated turn-over, is usually accommodated. It is always the priority to seek to redeploy, and as such redundancies are rare. The low numbers provided in the table above illustrate that fact, given the organisation employees in excess of 5,000 people.

Prior to moving to redundancy or redeployment scenarios, consideration is always given to whether there are any steps or actions reasonably available to the employer to help to avoid compulsory redundancies. Examples could include considering the introduction of part-time working, job-sharing or other flexible working arrangements, or inviting applications for Voluntary Severance. When Voluntary Severance is used, there is always a clause included which prohibits the employee from applying to re-join the organisation for a set period of time.

*Question 1 & 2: Number and cost of Redundancies since 2016, by Political term.*

Cases by year	Number	Cost
Previous Term		
2016	6	£25,624.14
2017	1	£6,862.00
2018	4	£302,472.85
2019	1	£185,448.31
2020	1	£287,256.00
Total	13	£807,663.30
Current Term (to date)		
2020	0	
2021	0	
2022	4	210,485.64
Total	4	210,485.64
Total for combined periods	17	£1,018,148.94

*Question 3:*

We are not able to provide an exact answers to this question, given the timeframe involved, and the fact that an individual may return to our employment post redundancy. However, we have provided some information on redundancy above which sets out how such circumstances are managed.

If an employee's role is made redundant and there is no suitable redeployment opportunity (i.e. their post has been removed), they can apply for a different role in the organisation in the future, given the breadth of public services, but that is very different from re-hiring that individual into a similar role to the one that had previously been made redundant.

As explained earlier, when Voluntary Severance is used, there is always a clause included which prohibits the employee from applying to re-join the organisation for a set period of time.