

HERTFORDSHIRE COUNTY COUNCIL

**CABINET
MONDAY 8 SEPTEMBER 2003 AT 2.00 P.M.**

Agenda Item No.

3

ILL HEALTH REDEPLOYMENT POLICY

Report of the Corporate Director (People & Property)

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1. Purpose of report

To propose a revised Ill Health Redeployment Policy within the County Council.

2. Summary

The current Ill Health Redeployment policy was issued in 2001.

Experience of ill health redeployment since then has shown that we need to take a new approach to ill health redeployees. Improvements include enhancing the role of Human Resources, line management and the Manpower Recruitment Centre in order to improve the rate of success. This is essential if we are to demonstrate good practice and reduce the risk of Disability Discrimination and Unfair Dismissal claims.

3. Conclusion

Cabinet are asked to consider approving the new policy entitled "Ill Health Redeployment" attached.

4. Background

The purpose of the Ill Health Redeployment Policy is to ensure that when employees become unable to fulfil their job due to a disability or ill health, the processes are in place to ensure that they receive the support necessary to assist them find alternative work within HCC wherever possible.

The policy provides practical guidance, support and common standards for the management of ill health redeployment across the County Council.

There are four key areas of improvement:

- **Process management and resources**

This is about reducing the length of time an employee is on the redeployment register by improving guidance to departmental HR teams and standardising support given to redeployees. Although employees will remain on the redeployment register for a shorter period, the support they receive during this time will be greatly enhanced, thus resulting in increased success.

- **Ownership**

This reinforces that redeployment is a corporate issue and that departments are required to work proactively and collaboratively in order to ensure success.

- **Training Dowry**

This provides for funds to be made available for essential training needs that are to be met in the new job. Such funds will be made available from within existing budgets.

- **Salary Protection**

This is about ensuring that ill health redeployees are treated in the same way as other redeployees (e.g. redundancy) and improves the chances of successful redeployment. The costs will be met from within existing budgets.

5. Financial Implications

Costs arising from the revised policy will be met from within existing budgets.

Background Papers:

Ill Health Redeployment Policy – Managers Guide
Employees Guide
Toolkit

Employer's Organisation Guide to Ill Health Management