

FRAMEWORK FOR DEALING WITH REDUNDANCY AND REDEPLOYMENT OF STAFF

1. INTRODUCTION - STATEMENT OF INTENT

1.1 It is the policy of the University

11. APPEAL AGAINST DISMISSAL

- 11.1 The Appeal should be in writing to arrive within five working days of the date of the letter confirming the decision to dismiss and should be sent to the Associate Director HR Strategy & Personnel, outlining the specific grounds of the appeal. The Appeal Letter will be acknowledged within three working days of receipt.

12. IMPLEMENTATION

- 12.1 The framework is provided by management to inform all staff and their representatives of the general guidelines within which management will operate this redundancy and redeployment scheme.
- 12.2 All parties involved in the operation of this framework are invited to comment on its scope, content and implementation at any time during the schemes progress. Any proposed implementation of a policy based upon this framework will be the subject of further consultation between management and recognised trade unions and will require ratification by the Governing Body at a future date to be determined.