

WAVERLEY BOROUGH COUNCIL

EXECUTIVE – 03/03/2015

Title:

RE-EMPLOYMENT POLICY

**[Portfolio Holder: Cllr Robert Knowles]
[Wards Affected: All]**

Summary and purpose:

The purpose of this report is to ask the Executive to recommend the re-employment Policy to the Council for adoption.

How this report relates to the Council's Corporate Priorities:

Value for Money: The pay policy supports Waverley's strategic aim to ensure that the Council is equipped to provide excellent services to local people and strong community leadership by creating a high performing staff team and operating first class policies and practices.

Financial Implications:

The Re-employment Policy supports the strategic aim to ensure that all spending delivers value for money.

Legal Implications:

The policy meets the requirements of all relevant legislation.

Background

1. The Re-employment Policy is attached as Annexe 1. It states that:

‘Any employee who leaves Waverley on the basis of redundancy or early retirement or for some other reason and receives compensation will not normally be re-engaged in any capacity, including as consultants or agency staff, for a period of **two years** from their leaving date. Any re-employment within the two year period will be determined by the Executive Director, in partnership with the Strategic HR Manager, on an exceptional basis.’
2. Any re-employment agreed by the Executive Director within a two year period on an exceptional basis will be subject to an agreed procedure included in the policy document.
3. This has been custom and practice at Waverley for some years and it is timely to formalise this in a policy document.

4. Members will be aware of the Small Business, Enterprise and Employment Bill which if passed, will require recovery of exit payments if someone re-joins the same part of the public sector within one year.

Recommendation

It is recommended to the Council that the Re-employment Policy be agreed and adopted.

Background Papers

There are no background papers (as defined by Section 100D(5) of the Local Government Act 1972) relating to this report.

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