

HR POLICY UPDATES**REPORT OF THE CHIEF FIRE OFFICER****For Approval****1. PURPOSE OF REPORT**

- 1.1 To seek approval of the Authority's Secondment, Redeployment and Redundancy policies which have been reviewed and updated to reflect changes in legislation.

2. RECOMMENDATION

- 2.1 To approve the changes to the Authority's Secondment, Redeployment and Redundancy policies as appended.

3. BACKGROUND

- 3.1 As part of the Brigade's Key Document Framework the following policies were due for review as part of the three yearly refresh:
- **Secondment (Policy No 6)**
 - **Redeployment (Policy No 43)**
 - **Redundancy (Policy No 44)**
- 3.2 Additionally, the review considered the impact of changes to the Authority's Maternity, Paternity and Adoption Policy, which was approved by the Executive Committee on 17 May 2024. This related to protections for pregnant workers, as highlighted in yellow within the Redeployment (Page 8) and Redundancy (Page 12) policies.
- 3.3 As a result of this review work, a suite of revised policies are appended for members' consideration and approval.
- 3.4 The Policies have been equality impact assessed in accordance with the Brigade's procedure. The findings of the impact assessments concluded that there were no detrimental impact on any group of staff, including those with one or more protected characteristics.

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