

## Voluntary Redundancy

In the event of redundancy situation Global Renewables Lancashire Operations Limited (GRLOL) may consider voluntary redundancies.

Employees who volunteer for redundancy and whose application is accepted will be entitled to a redundancy payment in accordance with the criteria detailed in the Redundancy Policy<sup>1</sup>.

Invitations to volunteer may be offered to employees affected by proposals. Also, at the discretion of management, employees who are not directly affected may be invited to put themselves forward for voluntary redundancy so that consideration can be given to "bumped" redundancies (i.e. moving an employee from a redundant post (post A) to another post (post B) and making the employee in post B redundant).

When a request for voluntary redundancy is made there is no guarantee that an application will be accepted. GRLOL management has an absolute right to decide whether any particular request will be accepted. When seeking volunteers for redundancy it is important to safeguard against losing the skills, knowledge and experience that are required for future service delivery.

Before a decision is made to accept or reject a request for voluntary redundancy the following will be taken into consideration:

- Whether or not the post can be deleted, what impact this would have on service delivery/continuity and how this might be managed
- If the post can be deleted, what date would have minimum impact on business needs
- The need to retain types of knowledge and skills that are believed to be essential to meet future business needs
- Ensuring there remains a balance of people with different skills required for the business needs

Where voluntary redundancy is accepted and an end date is agreed, the employee will receive written confirmation of their dismissal on the grounds of redundancy.

- In exceptional circumstances an offer of payment for voluntary redundancy may be withdrawn where an offer of suitable alternative employment is made and unreasonably refused by the employee prior to the date of termination
- An employee may retract their request for voluntary redundancy at any point before the written confirmation of dismissal is received. If an employee wishes to retract their decision to take voluntary redundancy after they have received written confirmation of dismissal GRLOL has an absolute discretion whether to agree to this retraction.

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<sup>1</sup> [POL-TL-HR-000-0024 Redundancy](#)