

Annex 1 - Revised redundancy selection criteria

CRITERIA TO BE USED WHEN SELECTING EMPLOYEES TO BE DISMISSED BY REASON OF REDUNDANCY

CRITERIA	BAND & POINTS SCORE	BAND & POINTS SCORE	BAND & POINTS SCORE	BAND & POINTS SCORE	BAND & POINTS SCORE
TYPE OF WORK EXPERIENCE (see note 1)	Five years or more of work experience directly relevant to continuing work* 4 points	More than three years but less than five years of work experience directly relevant to continuing work 3 points	More than one year but less than three years of work experience directly relevant to continuing work 2 points	One year or less of work experience directly relevant to continuing work 1 point	No work experience directly relevant to continuing work 0 points
QUALIFICATIONS AND SKILLS (see note 1)	Possesses all essential and desirable criteria required 8 points	Possesses all essential and 65% or more of desirable criteria required 6 points	Possesses all essential and 35% or more of desirable criteria required 4 points	Possesses essential criteria required 2 point	
SICKNESS ABSENCE AMOUNT (see note 2)	No sickness absence in the previous 12 months 8 points	25%of corporate sickness absence target in the previous 12 months 6 points	50%of corporate sickness absence target in the previous 12 months 4 points	75%of corporate sickness absence target in the previous 12 months 2 point	Met or exceeded corporate sickness absence target in the previous 12 months 0 points
CONDUCT	No live formal disciplinary warnings recorded on the	Live formal verbal disciplinary warning recorded on the	Live formal written disciplinary warning recorded on the	Live formal final written disciplinary warning recorded on	

	personal file 16 points	personal file 10 points	personal file 4 points	the personal file 0 points	
INCAPABILITY To include all issues covered by the Council's Capability Procedure	Employee not part of formal Council capability procedure 16 points	Live first formal warning issued under the Council's capability procedure on file 10 points	Live second formal warning issued under the Council's capability procedure on file 4 points	Live third formal warning issued under the Council's capability procedure on file 0 point	
SICKNESS ABSENCE FREQUENCY (see note 2)	No periods of sickness absence in the previous 12 months 16 points	Up to 1 period of sickness absence in a 3 month period or 2 periods of sickness absence in a 6 month period in the previous 12 months 12 points	Up to 2 periods of sickness absence in a 3 month period or 3 periods of sickness absence in a 6 month period in the previous 12 months 8 points	Up to 3 periods of sickness absence in a 3 month period or 4 periods of sickness absence in a 6 month period in the previous 12 months 4 point	More than 4 periods of sickness absence in a 3 month period or 5 periods of sickness absence in a 6 month period in the previous 12 months 0 points
ANY OTHER OBJECTIVE EVIDENCE OF COMPETENCY	To be determined depending on the evidence to be used.				

Note 1: Scores for Type of Work Experience and Qualifications and Skills will be determined against the job description.

Note 2: Absences as a result of a disability that falls under the definition provided by the Disability Discrimination Act 1995 will be disregarded. Likewise absence due to pregnancy will also be disregarded. The Council's sickness absence target is expressed as a number of days per full time equivalent and will therefore need to be calculated pro rata for part timers.

* To be assessed as work experience directly relevant to continuing work only, it is not the employee's length of service in either the post, or with the Council.