

**THE PROS FOR THE FRS MAKING THE REDUNDANCIES.**

1. Less risk of the staff leaving the FRS as they feel supported through this difficult time, so the FRS can manage any retention issues.
2. Any redeployees will keep a level of knowledge within the FRS or County Council.
3. Staff will not be subjected to moving unnecessarily.
4. Staff will know sooner whether or not they will be transferring to the new LACC and to what post.
5. If staff are not required at the LACC or if it is unreasonable for them to transfer, they may be able to benefit from the potential of redeployment with their existing employer.
6. Will be supported through the change process by staff they know and who know them.
7. That any selection process for redundancy as a result of more potential transferees than posts, may include such items as performance records, key skills, attendance records etc about which the FRS is likely to be better placed to provide information.

**For the new employers the benefits of the FRS making the redundancies are:**

1. That the necessary notice of redundancy may be given to enable redundancy to take place at the time of cutover of operations to the new LACC plus any time necessary to allow for decommissioning or last minute delays, rather than for the notice to commence on, or after, cutover, i.e. the point at which an individual technically transfers.
2. That job matching / selection processes may take place in advance of cutover of operations for the first FRS in each region, and thus enable forward planning.

**Finally the benefits of the FRS making the redundancies for the project are:**

1. That the proposed preferred transition process may take place as planned: i.e. that it is known in advance which staff are transferring and to which post, so that only those transferring are trained.
2. That the initial training needs analysis can be carried out as a result of the process to assess who, of those for whom it is reasonable to

transfer, should fill which post, and thus inform the training to be given to each staff member before the point of cutover.