

THE PROS FOR THE LACC MAKING THE REDUNDANCIES

1. This process falls within the TUPE 2006 Legislation.
2. Case law supports this approach.
3. There are far less risks of staff bringing a claim via this process which has a significant impact on HR, Legal and Management time.
4. Staff perception of fairness regarding transferring to the LACC or being made redundant would be based on an objective stance rather than subjective. In some ways, this process removes the FRS from the emotional ties, as we are following TUPE law, and it is not about the FRS wanting to terminate our employees' employment.
5. By allowing staff at the risk of redundancy to apply for other vacant posts within the FRS, and then seconding them from their new substantive post back to the Control Room until cutover, this could act as a retention method and in the long-term, the Fire Service will retain their skills and knowledge. This approach will also avoid putting staff in a TUPE transfer situation, when plainly they do not want to be made redundant and it would be unreasonable for them to transfer to the new LACC.
6. Re-employing previous Fire Service Staff is cheaper than redeploying current staff