

# Redeployment and Redundancy Corporate Policy

## Why this policy matters

Redeployment and redundancy are critical processes that significantly impact our employees' lives and the BBC's operations. This policy helps us:

- Handle these challenging situations fairly and with respect for our people
- Comply with legal requirements and best practices
- Maintain our reputation as a responsible employer
- Adapt to changing needs while striving to balance organisational requirements with employee considerations.

Effective and considerate management of redeployment and redundancy is essential for the BBC to fulfil its public service mission while providing appropriate support to our people.

## Who this policy applies to

This policy applies to you if you are:

- A BBC employee in the UK, Channel Islands and Isle of Man
- On a standard contract, either continuing or fixed-term (full or part-time)

This policy forms part of your contract of employment. It is an agreed statement between the BBC and recognised joint unions for Bands A-Fp and can only be varied by joint negotiation at the National Joint Council.

Some groups, such as Senior Leaders or freelancers, may have specific conditions. Where this is the case, it will be specified within this policy.

## The essential things you must know or do

These high-level core mandatory requirements are the most important for you to understand and follow to meet the policy objectives and mitigate risks.

We rely on you to have open discussions with your line manager, or one of the people listed in the section under 'Where to go for help' for clarification on any grey areas or conflicting priorities that make it unclear how to follow the essential requirements. Breaches may result in disciplinary action, up to and including dismissal, or termination of our relationship with you.

## Redundancy notification and consultation

1. If you are proposing redundancies, you must notify your HR business partner or designated BBC representative with sufficient time for the Union's National Officials to be formally notified in writing at least six months before any termination of employment on the grounds of redundancy.

This six-month period includes the time for potential redundancy consultation and contractual notice periods. This requirement does not apply to voluntary redundancies or fixed-term contracts.

We commit to thorough consultation, the minimum periods of collective consultation is as follows:

<b>Proposed number of redundancies</b>	<b>Minimum period of consultation</b>
Between one and 99 employees within a 90 day period	30 days
100 or more employees within 90 days or less	45 days

In redundancy exercises where selection criteria are applied to a pool of employees, we guarantee minimum periods between the point when an employee is notified of their provisional selection for redundancy following a selection exercise and termination of employment on the grounds of redundancy.

The guaranteed minimum periods may run wholly or partially concurrently with the 6 month provision above and will include contractual notice as follows:

<b>Contractual notice period</b>	<b>Guaranteed Minimum Period (including contractual notice)</b>
1 or 2 months	3 months
3 months	4 months

The guaranteed minimum periods do not apply to employees who volunteer for redundancy or those on fixed term contracts.

You can read more about how to notify [proposed redundancies, timelines and consultation requirements](#).

## **Redeployment and alternative employment**

We commit to supporting employees at risk of redundancy through the redeployment process. If you are affected, we strongly encourage you to engage in this process and consider suitable alternative employment options offered by the BBC.

Unreasonably refusing an offer of suitable alternative employment may result in the loss of entitlement to redundancy payments.

We provide priority consideration for vacant roles to employees formally at risk of redundancy (issued notice), provided they meet the skills and competency requirements of the job.

If you are formally at risk of redundancy (issued notice), Outplacement Support is available, which offers individual career coaching, a wide-ranging programme of workshops, and use of online transition tools. This support is available for a period of 6 months from the date on which the referral form is completed and submitted.

You can read more about the [redeployment process, how to assess suitable alternative employment and how to request Outplacement Support](#).

## **Redundancy Selection**

When redundancy selection is necessary, we use fair and consistent selection criteria based on skills, knowledge, and competencies appropriate to the job.

The selection process may include reviewing performance records, paper-based applications, or selection interviews.

2. You must formally consult with Joint Unions on Redundancy selection methods in advance

You may read more about [redundancy selection criteria and fair application processes](#).

## **Redundancy Appeals**

2. If you have been issued with a formal notice of dismissal on the grounds of redundancy and wish to appeal, you must register your appeal in writing to the Head of Department or nominee within 7 working days, specifying the grounds for appeal.

The appeal meeting will be held before the end of your notice period. This is conducted by a more senior leader than the manager who made the original redundancy dismissal decision, unless exceptional circumstances make it impractical. The meeting considers the application of the redundancy procedure and the selection criteria.

You may read more about the [redundancy appeal process and grounds for appeal](#).

## **Relocation Support**

We may provide relocation support if we require you to relocate due to a business-led permanent change of work location and your new work location is at least a one-hour drive or 30-mile commute each way from your current work location. By exception, we also provide relocation support if there is a business critical need to secure an externally recruited position.

Eligible employees can choose from three relocation support options.

- **Option 1:** Homeowner Sell and Buy

- **Option 2:** Tenant in rented accommodation (rental to rental move)
- **Option 3:** Deferred move (up to a maximum of 12 months support such as renting in the proposed new location whilst maintaining your principal home)

We cap your relocation costs at £60,000. By exception, we may consider a higher claim if the alternative outcome is likely to be a redundancy payment higher than £60,000.

You may read more about [relocation support options and eligibility criteria](#).

### Recovery of Relocation Costs

3. If you have received relocation support and resign or are dismissed from the BBC within 36 months of the start date of your new relocated role, you must repay all or part of the relocation support costs according to the specified scale (except in the case of redundancy).

The repayment amount decreases from 100% in the first 12 months to 0% after 36 months.

You may read more about the [relocation cost recovery process and calculation](#).

### Excess Fares

If you are not eligible for relocation, because your principal home is within a commutable distance of your new work location, you may qualify for excess fares as long as the daily costs exceed the previous costs of commuting.

The agreed excess will be paid for a maximum duration as outlined in the service definition, or until you voluntarily change your base or your principal home during the period.

You may read more about [excess fares and eligibility criteria](#).