

III Health Redeployment Procedure

1. This procedure applies following a recommendation from Occupational Health and is considered at a Case Hearing review. ([Case Review Hearing](#))
2. A redeployment meeting will take place to establish suitability for the redeployment register. Thereafter the Corporate Lead for HR must deem ill health redeployment a realistic proposition.
3. The Occupational Health Practitioner's opinion must be sought as regards the employee's capability to undertake the duties of the post offered as alternative employment and Calderdale MBC will act in accordance with that advice.
4. The period during which redeployment is sought is the statutory notice period, which is one week for each complete year of continuous Local Government service up to a maximum of 12 weeks.
5. The duration of the redeployment period will be confirmed in writing and statutory notice (one week for each completed year's service up to a maximum of 12 weeks) given of the date when termination of employment will take place if no alternative employment is found.
6. Any offer of alternative employment made to an employee during the redeployment period is subject to a trial period during which the suitability of the alternative employment will be established. The duration of the trial period shall be 4 weeks or the residue of the redeployment/notice period if this is a lesser period. The 4 week trial period will not extend beyond an employee's notice period except in cases where retraining is required. The Corporate Lead for HR shall have absolute discretion to extend a period of notice to terminate employment for the sole purpose of providing such a trial period.
7. There will be no salary/grade protection in respect of redeployment to a lower graded post as part of this procedure. The terms and conditions of employment will be those relating to the new post.
8. If we are unable to find suitable alternative employment consideration should be given to pursue whether a Certificate of Permanent Incapacity is appropriate.