

C. COMMITTEES

C.7 REDUNDANCY PANEL AND COMMITTEE

C.7.1 PURPOSE

The Redundancy Panel and Committee will be established in accordance with Ordinance E.1 and the Staff Redundancy Dismissal Procedure commencing after 11 July 2011.

The Redundancy Panel will include all members of Council and Senate and all members of the Senior Leadership Team. In addition, it will include such members of Grade 9 staff as the Vice-Chancellor and President or the Deputy President & Provost may propose.

The Redundancy Committee will be selected from the Panel by the University Secretary where there is disagreement regarding a proposed re-organisation which may pose significant risk to the University.

C.7.2 TERMS OF REFERENCE OF THE REDUNDANCY COMMITTEE

- i. To review on behalf of Council a report containing the redundancy processes for those staff whom the Senior Leadership Team propose to select for redundancy.
- ii. To endorse the report and the proposed next steps.
- iii. To amend the proposed next steps and remit to the Senior Leadership Team.
- iv. To receive the outcome of any further consultation that takes place with appropriate trade union representatives in respect of the amended next steps.
- v. To confirm the next steps in the redundancy exercise.
- vi. To receive reports following the conclusion of the redundancy exercise.

C.7.3 COMPOSITION

The composition of the Redundancy Committee shall be at the complete discretion of the University Secretary, depending upon the degree of risk which the University Secretary considers the proposed re-organisation may present to the institution. Any Committee shall, however, be composed of not less than three members, being:

- i. A Chair
- ii. One independent member of Council; and
- iii. One member of Senate.

C.7.4 FREQUENCY OF MEETINGS

As required.