

NORTH LANARKSHIRE COUNCIL

REPORT

TO: Social Work Committee	Subject: Redundancy Support Pack
FROM: Jim Dickie Director of Social Work	
DATE OF COMMITTEE: 2 March 1999	
REPORT AUTHOR: George McNally	
REF: CMCK/GMCI	

1 PURPOSE OF REPORT

- 1.1 To advise the Committee of the production of a Redundancy Support Pack which will represent a key element of the Councils Corporate Approach to providing advice and assistance to local people who have been made redundant or are facing redundancy.

2 BACKGROUND

- 2.1 In response to the recent spate of redundancies the Council adopted a protocol which informs and determines its approach in assisting local people, and local companies, in redundancy situations.
- 2.2 This protocol helps to ensure the Councils corporate response to redundancies and company closures involves the most effective co-operation between Council Departments and other agencies.
- 2.3 In partnerships with other organisations the Council provides a range of services and support to address the immediate concerns of people in redundancy situations. It is imperative that these people have access to accurate information and professional advice to enable them to take positive steps and resolve any concerns arising out of redundancy.
- 2.4 The Social Work Department and the Economic Development Unit have identified a need for a practical reference guide to the service provided by the Council and its partners. The identification of the need for a user friendly guide to Benefits and associated information arose from feedback from workers who were being made redundant. The Redundancy Support Pack addresses this need.

3 CONTENT

- 3.1 The Redundancy Support Pack is intended to be an integral part of the Councils approach to large-scale Redundancies, plant closures and company receiverships.
- 3.2 Designed in an easily manageable A5 format the pack will feature user-friendly advice and information on the level of support and assistance that local people have available to them in a redundancy situation.
- 3.3 The pack assists in preparing people to return to work. The pack will provide guidance on employment and training options available, such as making a career change, self-employment, voluntary work and retraining.
- 3.4 The pack will also provide advice on money issues, including pensions and avoiding debt. It will include information on benefits, Welfare Rights and workers Employment Rights in redundancy.
- 3.5 A list of useful addresses, covering both the Council and relevant partner organisations, will assist in guiding people to the appropriate contact point for more information and advice on a particular topic.

4 DISTRIBUTION

- 4.1 The pack will be used as a practical information tool and distributed by council officers in the course of working with local companies and workforces, to lessen the impact of job losses on individuals and local communities.
- 4.2 The pack will be distributed free to the public through Council Offices, appropriate partner organisations and selected public information points.

5 PARTNERSHIP

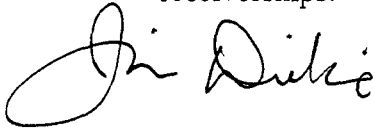
- 5.1 The pack has been developed by the Social Work Department (Strategy Section) and the Economic Development Unit, in consultation with other Council Departments and partner organisations.

6 BUDGET

- 6.1 It is anticipated that an initial print run of 3000 copies will be required. The printing and publication costs being met by the Economic Development Unit.

7 RECOMMENDATION

- 7.1 It is recommended that the Committee note the contents of the report, as part of the Councils' corporate response to mass redundancies, company closures and receiverships.



Jim Dickie
Director of Social Work
1 February 1999

For further information on this report please contact , Principal Officer (George McNally) (TEL: 01698 332063/5)