

# AGBIS Conference 2024

## Futureproofing your staffing strategy in the light of economic challenges and the possibility of political change

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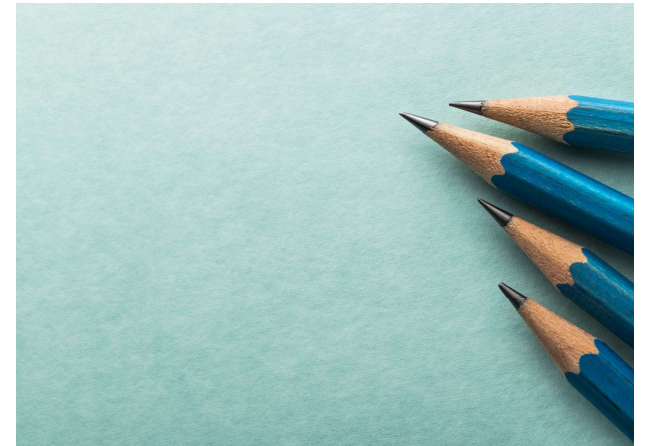
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# Agenda

Staffing strategy: what are we seeing in the sector?

- TPS update
- Redundancy / restructure processes
- Alternative cost saving measures
- Q&A



# TPS Update

## Options

- Full withdrawal vs Hybrid “cost share”
- Advantages / disadvantages
- Phased Withdrawal
- Pay freeze / restraint



# TPS Update

## Timing

- Consultation – at least a term, and often up to two terms
- Contractual notice – usually one term
- Potentially three terms in total to implement
- September 24 vs January 25 implementation



# TPS Update

## Strategy

- Approach to dismissal and reengagement, Form HR1 and section 188 information
- Points of negotiation
  - Pay
  - Level of employer contribution
  - Additional benefits



# TPS Update

## The Approach of the Unions

- The threat of industrial action
- Trade union recognition
- Requests for information/engagement



# Redundancy/Restructures

- What is the business need?
- Determine strategy
  - Involvement of the Head?
- Consider alternative cost saving measures
  - Reduce hours
  - Reduction in salary/ salary freeze
  - Reducing/changing staff benefits – TPS?
  - Unpaid leave
  - Voluntary redundancy



# Redundancy/Restructures

- Is it a restructure or a redundancy?
- What is the business rationale for the proposals?
- Talk to your advisers at an early stage





# Redundancy/Restructures

- What information should go in the business case?
  - Reasoning for restructure/redundancies
  - External and internal factors
  - Financial – enough to enable meaningful consultation
  - Which staff will be affected by the proposals?
  - The effect on the school of not proceeding
  - Options/alternatives considered
  - Proposed timing
- What are your desired timescales?
- How many members of staff are affected?



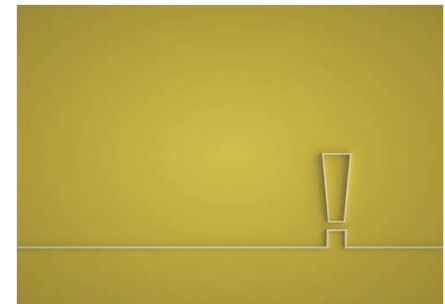
# Redundancy/Restructures

- Process and procedure
  - Collective and/or individual consultation?
    - Is there a proposal to dismiss 20 or more employees?
    - Appropriate representatives
    - Union recognition
  - Selection criteria and process
  - Meaningful consultation
  - Governor involvement in the process?



# Risks and common pitfalls

- Late or inadequate consultation
- Failure to provide adequate information
- Incorrect definition of the selection pool for redundancy
- Unfair selection criteria
- Failure to consider alternatives to dismissal
- Failure to follow an appropriate dismissal procedure



Any questions?



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