

I cannot see that this proposal has staffing implications but if it does involve the extension of temporary contracts that takes service length to over 2 years managers need to be aware of the following:

- Where an employee has accrued more than 2 years' service, management should be aware of the right to a redundancy payment if the reason for dismissal is redundancy and budget accordingly.
- In giving notice to end a fixed term contract, management will need to ensure appropriate timelines are in place to notify the affected employees and give appropriate notice and referral to Redeployment, through the Departmental HR team as appropriate.
- Management will need to contact the Employee Service Centre (ESC) to ensure that employees are advised of the decision to extend in writing.