

## Announcement from Yvonne Thomas, managing director, Interserve (Justice)

18/07/2016

Colleagues,

Following the reorganisation process, all employees who have not been mapped and matched to a role in the new structure will have individual consultation meetings.

These meetings will take place during July and August with a manager, and employees will be supported to find suitable alternative employment wherever possible. Our approach remains one of maximising the number of jobs so we are making every effort to avoid redundancies by being flexible, proactively seeking alternative roles for individuals as well as providing pay protection for three years and excess travel costs for two years. We are also prepared to offer relocation packages to those of you who are able and willing to relocate for suitable posts.

There will be a number of people who will be left without a role. Although this is not a voluntary redundancy process, we have always said that if affordable, we would endeavour to match the MoJ's Enhanced Voluntary Redundancy (EVR) terms of 4.5 weeks for each completed year of service for those with two or more years' service.

I would like to confirm that we will indeed be matching the EVR terms (including related pension terms) for those who would otherwise be facing compulsory redundancy.

We will also provide 'outplacement' support through a company called Working Transitions. We will offer workshops for employees which aim to help in job searching and supporting CV writing and interview techniques for those who wish to engage with the service.

We will continue to work closely with trades unions and individuals to ensure that everyone understands their rights, and that all are treated fairly and with respect.

I appreciate that this process has not been easy for staff, and I would like to thank you for your patience as well as the way you have continued to deliver a high quality service throughout this challenging period of change.

We are hosting a telephone Q&A on Wednesday so that we can answer any questions you may have in relation to today's announcement, or indeed any questions about transformation in general. Details about the Q&A are available via your internal comms channels. To submit questions anonymously, either ask your line manager to do so on your behalf or email: [purple.futures@interservefm.com](mailto:purple.futures@interservefm.com).

Regards,

Yvonne Thomas  
Managing director, Interserve (Justice)