

Frequently Asked Questions – Redeployees

If you are a member of staff and eligible to place your details on the Redeployment Register, the following list of frequently asked questions may help answer queries you have regarding the redeployment process.

Question 1 – How will I know if I am eligible to place my details on the Redeployment Register?

You may add your details to the register if you a University of Edinburgh employee who is actively seeking redeployment due to:

- A. Having been formally notified that you are at risk of redundancy and eligible to register your details (including ‘at risk of redundancy – family leave’)
OR
- B. Reason related to your health and/or disability

Question 2 - How do I add my details to the Redeployment Register?

Full detail on how to add your information to the Redeployment Register can be found [here](#).

Question 3 – How long can I have my details on the Redeployment Register?

There is a maximum length of time that your details can remain on the Redeployment Register:

- If you are at risk of redundancy, this will be until your expected end date of employment;
- For those seeking medical redeployment, this will be for a maximum of six months from the date you register your details.
- For those who are pregnant or on family leave, this will depend on your type of type of family leave (see your relevant policy e.g. Maternity, Adoption and Surrogacy or Shared Parental Leave for further details).

Question 4 – If any of my details change, how do I update my information on the Redeployment Register?

It is your responsibility to ensure you keep your information up to date and accurate. If your circumstances change, you must email the HR Business Support Team as soon as possible so that the register can be updated. You can email the HR Business Support Team at the following email address: Redeployment@ed.ac.uk

Question 5 – Can I still apply for vacancies advertised on the University of Edinburgh jobsite and how do I flag on my application that I am at risk when applying?

In addition to joining the Redeployment Register, we recommend that you continue to search and apply for advertised positions at the University. You can sign up for Job Alerts in People and Money. If you are at risk of redundancy, you should also state that you have received notification that you are at risk of redundancy (including if you are at risk of redundancy – family leave) on your application. This alerts Recruiting Managers so they are aware when reviewing applications.

Question 6 – How will I be contacted about potential redeployment opportunities?

Recruiters will access the Redeployment Register when recruiting for a vacancy and can request to view a copy of your registered CV.

The recruiter will then have an opportunity to assess whether your details meet the essential criteria of the vacancy based on the information provided on your CV. If there appears to be a match, the

recruiter will get in touch with you directly to find out if you are interested in the post. You will be sent a job description and if you are interested you will be asked to note your interest and may be asked to provide an application statement detailing how you meet the requirements of the job.

The recruiter will then make the arrangements for interview.

Question 7 – Will I be invited to a formal interview if I meet the criteria for a redeployment opportunity?

If a recruiter reviews your details on the Redeployment Register and makes the assessment that you meet the essential criteria of their vacancy, they will contact you directly. If you are interested in the job vacancy, arrangements will be made for an interview to take place.

Question 8 – I have been placed at risk and I'm currently pregnant/on family leave/recently returned from family leave – what are my rights for redundancy?

You can place your details on the Redeployment Register and apply for vacancies on the University job site. You should highlight on your application that have been placed at risk of redundancy and are pregnant or on family leave. This will alert the Recruiting Manager to your 'priority status' should any available suitable alternative vacancies arise. Further information is available within your applicable family leave policy: Maternity, Adoption and Surrogacy and/or Shared Parental Leave which are found at the A-Z of HR policies [here](#).

Question 9 – What happens if my current contract is extended for a short period of time i.e., less than 6 months?

If your contract is extended you will receive confirmation in writing as to whether you remain "at risk" of redundancy or not and whether you are eligible to remain on the Redeployment Register. If you are still at risk of redundancy, your details can remain on the Redeployment Register.

The HR Business Support Team will also continue to review the Redeployment Register and will remove your details in line with the criteria detailed in Question 3 above.

Question 10 - What happens if my current contract is extended for a significant period of time i.e., more than 6 months?

If your contract is extended for a significant period of time this may mean that you are deemed no longer at risk of redundancy. This will be confirmed with you in writing and your details would be removed from the Redeployment Register. As your new end date approaches it may be the case that you become "at risk" again and will follow the redundancy process as before, being eligible to add your details back on the Redeployment Register.

The HR Business Support Team will also continue to review the Redeployment Register and will remove your details in line with the criteria detailed in Question 3 above.

Question 11 – I hold more than one post at the University of Edinburgh, what is the impact on each post when I am placed at risk in one post?

If you have more than one role in the University, each individual role and circumstance will be dealt with separately. This means that if one of your roles is considered at risk of redundancy this procedure will be followed for that particular role and your other role or roles will not be affected.

Question 12– I have a time limited or restricted right to work in the UK, does this affect my eligibility to be redeployed from the register?

If you have time limited or restricted right to work in the UK e.g., if you are a sponsored worker, we will need to consider if your visa would allow you to transfer to another role in the University. You should therefore contact the HR Helpline at HRHelpline@ed.ac.uk to find out if you are able to place your details on the Redeployment Register.

Question 13 – Is there any additional support available to me while I am “at risk” of redundancy?

You may also wish to seek out career advice and support through the University’s Career Services. More information about the type of support offered is available here:

[Career development | The University of Edinburgh](#)

If you have been advised that you are eligible for Career Transition support, visit

[Career Transition | The University of Edinburgh](#)

You can arrange to meet with specialists who will discuss how to make improvements to your CV as well as tips for interviewing. You can also receive coaching if you are looking to change careers.

Question 14 – If I am not successfully redeployed into another role what happens at the end of my fixed term contract?

Your contract will come to an end on the end date specified. Towards the end of your employment, you will receive a letter with information about your final pay and your right of appeal.