



35 Hour Week - Is the proposal 'Fire & Rehire'?

Isla Newcombe

Chief Officer - People & Citizen Service

5 March 2025

We have received many questions and concerns from employees, following an external narrative that suggests that the Council is consulting on proposals to 'Fire & Rehire' staff. To be clear, fire and re-hire has not been suggested by the Council during any consultation, engagement or discussions that have been taking place.

I felt it was important to share the following Questions & Answers, that have also been published as part of the FAQs online.

Are these proposals about 'firing and rehiring' staff?

There is a narrative that suggests that the Council is committed to dismissal and re-engagement ('fire and rehire'), as a means to achieving its aims, and as the next step in this process. This is not the case. Whilst it is one possible lawful route to implementing a contractual change, the Council would not consider dismissal and re-engagement without having exhausted all possible other routes. The goal is to reach an agreement through this consultation process with employees and trade unions, whose feedback has already improved and amended the original proposal.

If dismissal and re-engagement were to be used, would my continuous service be affected?

In the circumstance where dismissal and re-engagement were utilised, and employees were given notice of dismissal, offered re-engagement and accepted this before the notice took effect, they would be treated as not having been dismissed at all – and therefore there is no impact on continuity of service.

Would my length of service or holiday entitlement be lost?

As above, no

Would employees at the top of their pay grade have to start again in the bottom grade?

As above, no

Would everyone be re-hired?

In the circumstances outlined above, new contracts would be offered to all.

Would staff have to re-apply for their jobs?

Even if it were used as a last option, it would never be the case in a dismissal and re-engagement scenario that staff would be required to apply for their jobs.

Why won't you rule out fire and rehire?

The process of proposing a change to terms and conditions is strictly bound by legislation at every stage. A consideration of dismissal and re-engagement would not occur, if at all, until the very end of that process and even if it was applied would not necessarily apply to all employees – where the hope and aim would be that agreement could be reached with trade unions on behalf of staff or with all or the majority of staff on an individual basis. At this early stage in the consultation process we are not in a position to rule out a legitimate route, and at the same time we are focussed on listening to staff and trade unions and shaping proposals together.

I want to thank everyone who has attended a briefing or submitted comments and questions so far – your input will help to shape the FAQs and ultimately the final proposals and next steps.

Submit your feedback at <https://forms.office.com/e/gnQDC3TxnY>

Keep up to date with all the latest 35-hour working week information on the 35 hour working week pages and FAQs available by scanning the QR code below:



<https://peopleanytime.aberdeencity.gov.uk/35-hour-working-week-formal-consultation/>