



HR HELP

Redundancy Support



FREE GUIDE



Redundancy Support

Making redundancies can be a distressing and often emotional experience. Having the support of an expert can help ease some of the stress involved in that process.

- How do you determine whether or not redundancy is the right option?
- How many and which employees will be affected?
- Compulsory and/or voluntary options.
- Redundancy package responsibilities.

My name is Jo Trimarco and I can guide you through the process to ensure that your decisions and actions are both legally and commercially sound.

If you need support at any time, get in touch at: jo@jt-hrconsultancy.com.

Redundancy Reasons

Redundancies arise when employees are no longer needed to perform their job. This could be for a number of reasons:

- The business is failing
- The business, or part of it, has stopped operating (often called becoming insolvent or going bust)
- Particular skills are no longer needed
- Work is being done by other people, after a reorganisation
- The business, or the work, moves to another location
- The business is taken over by another company
- New technology meaning fewer people are required to do the job



Redundancies can be either compulsory or voluntary. Before proceeding with any type of redundancy, I would recommend you always seek advice.

For a redundancy to be legitimate, you have to demonstrate that the employee(s) job genuinely no longer exists.

Selecting Employees For Redundancy

If you have to make compulsory redundancies, it's important you conduct a fair and transparent selection process. It is important to ensure that you are not discriminating against anyone.

Fair reasons when making selections for redundancy include:

- Skills, qualification and aptitude
- Standard of work and/or performance
- Attendance record including sickness
- Disciplinary record
- Length of Service

Some employers do select employees based on a 'last in, first out' basis. This is permitted (except in Northern Ireland), but you must be able to justify your decision to select employees based on their length of service alone.



Unfair Selection Criteria

There are a number of reasons that shouldn't be used to make an employee redundant. Some examples include:

- Pregnancy or maternity status
- Family – parental, paternity or adoption leave, for example
- Acting as an employee representative
- Part-time workers

The Redundancy Process

Before making employees redundant, you need to consult with them. Consultation should be conducted individually and in some cases must also be done collectively. The consultation process should cover things like: the reasons for the redundancies and whether or not there are any alternatives to redundancy i.e. part-time working, alternative employment. However in some cases this may not be possible.

Alternatives To Redundancy

You should try to avoid compulsory redundancies where possible. A few alternatives include:

- Offer voluntary redundancy although you do not need to accept this
- Reduce or remove overtime
- Seek alternative positions for employees in other areas of the business if possible
- Limit or place recruitment on hold
- Consider flexible working i.e. part-time
- Remove casual labour, i.e. temporary staff



Redundancy Costs

Remember to consider the costs involved before going down this route. Check the statutory redundancy entitlement as well as any contractual redundancy terms.

You can find a redundancy calculator at: <https://www.gov.uk/calculate-your-redundancy-pay>.

About JT HR Consultancy

At JT HRConsultancy Ltd, I provide a specialist HR service to companies needing support, whether it be recruitment, employee relations, employment law advice, contract or policy amendments or restructuring your business during these difficult times.

Your company may not possess all the necessary skills and knowledge of an HR professional to deal effectively with employee relation issues or restructuring. By ignoring your HR responsibilities and employment law could lead to unpleasant consequences and potential costly tribunals.

My clients hire me because I understand their business and provide a personalised, consistent and tailored HR service. With over 20 years' experience, I have worked in Technology, Logistics, Manufacturing, Recruitment, Commercial Cleaning, Charity and Consultancy Services as well as other industries.

Please get in touch so we can set up a quick no-obligation chat.