Managing a Redundancy Process

Is a highly practical 1-day course that provides the legal knowledge and skills to manage a redundancy process. The **Managing Redundancy** course uses role-play interviews, discussion groups and case studies to explore and develop the necessary skills.

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| **Who should attend?**  HR practitioners and line managers involved in handling redundancy situations. No prior knowledge of the law relating to redundancy is required.  **Course Benefits**    By the end of the Managing a Redundancy Process course, you will be able to understand the law that applies to redundancy and manage the process within the law and according to best practice.  **Programme Content**  **What is redundancy?**   * [The key principles](http://www.businesslink.gov.uk/bdotg/action/detail?itemId=1073792397&r.i=1073792401&r.l1=1073858787&r.l2=1074450319&r.l3=1074019927&r.s=sc&r.t=RESOURCES&type=RESOURCES) * The law   **How to avoid redundancy**   * Layoffs, * Short-time working * Re-deployment   **Procedure**   * What are the company procedures or custom & practice?   C**onsultation**   * Legal requirements * Disclosure of information * Consultation process | **Redundancy Selection**   * [Redundancy selection - non compulsory](http://www.businesslink.gov.uk/bdotg/action/detail?itemId=1073792399&r.i=1073792401&r.l1=1073858787&r.l2=1074450319&r.l3=1074019927&r.s=sc&r.t=RESOURCES&type=RESOURCES) * [Redundancy selection - compulsory](http://www.businesslink.gov.uk/bdotg/action/detail?itemId=1073792400&r.i=1073792401&r.l1=1073858787&r.l2=1074450319&r.l3=1074019927&r.s=sc&r.t=RESOURCES&type=RESOURCES) * Selection criteria * The ‘pool’   **Dismissal**   * Dismissal and redundancy pay * Appeals procedure   [**Rights of redundant employees**](http://www.businesslink.gov.uk/bdotg/action/detail?itemId=1073792402&r.i=1073792401&r.l1=1073858787&r.l2=1074450319&r.l3=1074019927&r.s=sc&r.t=RESOURCES&type=RESOURCES)  [**Help for redundant employees**](http://www.businesslink.gov.uk/bdotg/action/detail?itemId=1073792403&r.i=1073792401&r.l1=1073858787&r.l2=1074450319&r.l3=1074019927&r.s=sc&r.t=RESOURCES&type=RESOURCES)   * Suitable alternative * Time off to look for new work * Outplacement support   **The cost of getting it wrong**   * Leavers * Survivors   **Role-play exercise** | **Contact information**  **Jeanette Lonsdale**  **HR Consultant**  **First Call HR**  **Tel: +44 (0)7917 333999**  **Tel: +44 (0)1295 720988**  **Email: jeanette@firstcallhr.com** |