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** |