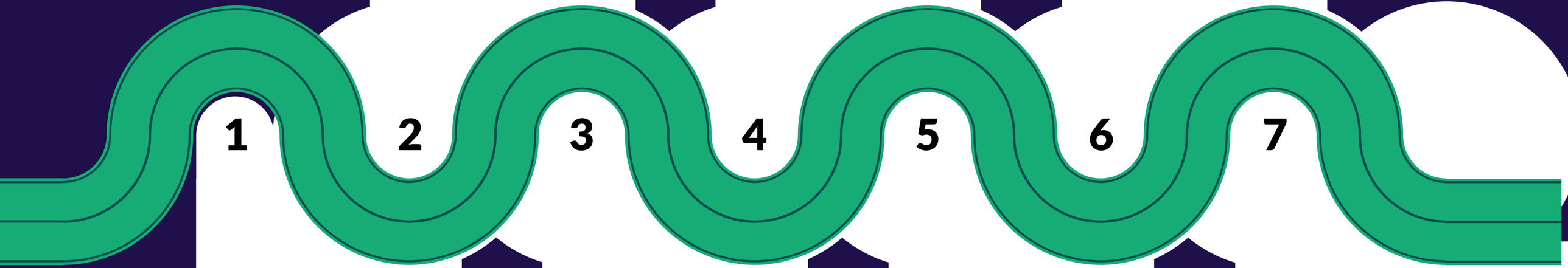
Redundancy Roadmap

[Book your Demo Here]



1

Define the "Why"

- Understand the reason for considering redundancies: downturn in work, restructuring, or other economic pressures.
- Clarify if it's truly a redundancy situation or if other options like performance management are more appropriate.

2

Plan Early

- Gather all necessary information, including employee contracts and company redundancy procedures.
- Develop clear communication materials, such as bespoke letters and scripts, to ensure consistency.

3

Follow a Fair Procedure

- Conduct meaningful consultations with employees early in the process.
- Ensure a fair approach to selection pools and criteria, avoiding discrimination or bias.

4

Explore Alternatives

- Consider options like reducing hours, salary deferrals, or sabbaticals to retain talent while cutting costs.
- Discuss potential alternatives with employees to identify viable solutions.

5

Selection Criteria Done Right

- Use objective and clear criteria for redundancy selection, like attendance, qualifications, or performance metrics.
- Avoid vague criteria and ensure assessments are consistent and justifiable.

6

Offer Alternative Employment

- Make reasonable efforts to redeploy affected employees within the organisation.
- Give priority to employees on maternity or other protected leave for any suitable vacancies.

7

Ensure a Dignified Exit

- Hold dismissal meetings to inform employees with clarity and empathy.
- Provide support such as CV workshops, time off for job hunting, and clear information on redundancy pay and notice periods.

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