

# **A Guide to Redundancy**

## **Duration: 1 day**

In the current economic climate many employers are faced with making cost savings and with one of the biggest expenses to most companies, being their staff costs, redundancy is becoming a regular agenda item for management meetings. This course is designed to help employers make informed decisions about redundancy and outplacement.

With over 12 years' experience in the field of HR and people management, 8 years in the newspaper and publishing industry, plus working in commercial and professional service sectors, we are well equipped to offer sound HR business advice at operational, tactical and strategic levels. Our experience allows us to offer you breadth and depth in terms of business and commercial advice.

## **Who should attend this course?**

HR Managers, Business Partners and Advisors; Directors, Senior and Middle Managers

## **Course Outline**

Some of the questions surrounding redundancy that will be answered by attending this course include:

- Is there any way I can avoid redundancies?
- How do I select who is to be made redundant?
- How can I ensure I retain the skills I need for the future success of the business?
- What is a skills matrix and how does it work?
- What process do I have to follow?
- How long will it take?
- What is statutory redundancy – what do I have to pay?
- How can I help those being made redundant get new jobs?

The course covers the following elements:

- Alternatives to redundancy
- Selection for redundancy
- Selection/skills matrix
- Employee consultation and administration
- Statutory redundancy
- Voluntary redundancy
- Outplacement