

in Company Training services

Redundancy: achieving change fairly and within the law **A one-day course for HR professionals and senior managers**

IN challenging economic times, few employers can avoid the issue of redundancy altogether. Whether you are contemplating a major reorganization or a small-scale redundancy exercise this course can help you stay in control of the process; make sure that the changes you need to make do not result in costly tribunal litigation – and ensure that legal costs are no higher than they need to be.

The course will allow plenty of opportunity for discussion and debate around the issues that your organisation is facing and can be tailored to meet the needs of both HR professionals and senior line managers in either the public or private sectors.

Change and the contract of employment

- The scope for flexibility in employment contracts
- Negotiating new terms and conditions
- Pushing through a change without agreement

Defining redundancy

- The statutory definition
- When changing terms can lead to redundancy
- The effect of mobility and flexibility clauses

Redundancy payments

- Calculating redundancy entitlement
- Enhanced redundancy packages
- Redundancy payments and age discrimination

Selection for redundancy

Voluntary redundancies

The pool for selection

Choosing fair selection criteria

Applying the criteria fairly

Redundancy consultation

What does consultation really mean?

Consultation with individuals

Collective consultation – the statutory framework

Pregnancy rights and redundancy

Pregnancy and sex discrimination

Consulting and selecting women on maternity leave

The right to be offered alternative work

Alternative work

Alternative work and the entitlement to a redundancy payment

The duty to consider redeployment