



## **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 reorganisation 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.

### Course Programme

#### **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