

Redundancy - 3 Employer Mistakes

This useful guide aimed at employers looks at redundancy of employees, identifying the 3 most common mistakes when making people redundant.

Making redundancies is all about demonstrating “reasonableness”, lots of communication and two-way discussion.

MISTAKE NO.1

NOT BEING FAIR AND OPEN

IT'S THE ROLE, NOT THE PERSON

GENUINENESS OF REDUNDANCY

- i. the actual or intended closure of the whole business
- ii. the actual or intended closure of the business at a particular workplace
- iii. a reduction in the need for employees to carry out work of a particular kind

SELECTING WHO GOES, FAIRLY

- i. Identify the correct pool – all persons doing the same role
- ii. Create a fair matrix using both subjective and objective material
- iii. Use multiple assessors that are familiar with the candidates

INVESTIGATE ALTERNATIVE OPTIONS

- i. Part-time working/Reduced hours
- ii. Re-deployment
- iii. Voluntary Redundancy

MISTAKE NO.2

NOT HAVING A DIALOGUE WITH TWO-WAY COMMUNICATION

IT'S A PROPOSAL, NOT A CERTAINTY

ENVIRONMENT:

- i. Consider where to hold any meetings- is it suitable?

- ii. Who should be present

WHAT IS SAID/BODY LANGUAGE

- i. Open communications

- ii. Listen to the individual and what is actually said

WITHOUT PREJUDICE DISCUSSIONS

- i. Can be dangerous and provoke the wrong impression

MISTAKE NO.3

FAILING TO OBTAIN PROFESSIONAL HELP

LEADS TO....

INACCURATE PROCEDURE

- i. Creates bias
- ii. unfairness
- iii. mixed messages

MORE EXPENSIVE

- i. Employee can take advantage
- ii. Legal fees

EMPLOYMENT TRIBUNAL

- i. Unfair Dismissal
- ii. Compensation Awarded
- iii. Damaged reputation