Managing Redundancy

Duration

1 day

Suitable For

For anyone considering a reduction in the number of employees in their organisation or a restructure.

Objectives

By the end of the course delegates will be able to:

- Explain the legal definition of redundancy and identify when it is appropriate to use redundancy as the reason for dismissal.
- Explain the process that must be followed to ensure the redundancy meets the criteria for a fair dismissal.
- Identify the management skills needed to implement an effective redundancy programme.
- Identify the actions needed to maintain employee motivation and engagement during and after the redundancy programme.

Course content

- The legal framework (statute and case law) relating to redundancy.

- Consultation:

  - Who with?

  - About what?

- The selection pool.

- Selection criteria.

- Redundancy rights.

- Conducting a redundancy consultation meeting.

- Practical exercise, including:

  - Organisation Design ; Deciding which roles and how many people.

  - Creating a project plan.

  - Creating and applying selection criteria.

  - Preparing for and conducting a redundancy consultation meeting.