

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.