

Free Guide to Managing Redundancies

2020

HR & Recruitment Solutions Across the Employee Lifecycle...



A Selection of our Current Clients



We Are Proud of What We Deliver ...

Just a small selection of our awards
and industry recognition over the years



**'Most Innovative
Recruitment Company
of the Year'**

**Recruitment
International**



**'Recruitment
Company of the Year'**

**APSCo Awards For
Excellence**



**'UK's No. 1
Recruitment Process
Outsourcer (RPO) of
the Year'**

**In-House Recruitment
Awards For Excellence**



'Best Customer Focus'

**Best Business
Awards**



**'Best Contractor
Recruitment Agency –
Financial Services'**

Contractor UK



**'Workplace Wellbeing
Regional Winner'**

**Chamber OF Commerce
Business Awards**

What Happens During the Consultation Period?



Before the consultation begins, those affected must be informed that their role is at risk of redundancy – sometimes this is done as a collective announcement.



It is common for employees to be sent home after they've been informed their role is at risk and before consultation starts. Understandably this will be a stressful time for them.



Employees usually use this period to search for work, attend interviews, or sometimes focus on proposing ways to avoid the redundancy of their current role.

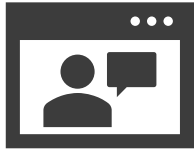


Employees must ensure they are available to attend consultation meetings throughout this period, even if they are not working.



Consultation generally consists of a series of meetings with employees, hosted by the employee rep if conducting collective redundancies, to ensure they are consulted with via meaningful conversations.

Consultation Process Cont.



If an employee falls ill during the redundancy process, their consultation may be delayed. Where possible, alternatives should be suggested i.e conducting the meeting via video conference.



If a serious health condition is the cause, Occupational Health may need to be consulted - i.e. to confirm if they are unfit to attend meetings and, if so, for how long will this be?



The consultation period may need to be extended where the employee raises alternative ideas or questions which need to be considered and fed back on. There is no limit the number of consultation meetings you can hold, so the meetings can continue as long as it is necessary to do so.



During consultation meetings employees can ask questions, raise concerns or ways to avoid their redundancy if possible. The employer must take these away and feed back their response, and decide on whether this impacts the final decision.

Consultation Process Cont.



If there are vacancies available in the organisation, these must be shared with those at risk to allow the opportunity for employees to apply and avoid their redundancy if possible.



Those who aren't successful in their application or who aren't suitable for these alternative roles, will continue with their consultation meetings and the outcome could be that their redundancy is then confirmed in a final meeting.



Many employers offer outplacement support to assist employees in finding future employment.

Did You Know?

The law currently gives women made redundant while on maternity leave the right to be offered a suitable alternative role in advance of their colleagues. A Bill to extend this protection for six months beyond maternity leave was not passed in the last Parliamentary session. It may be reintroduced.

Watch the Webinar Again!

FREE WEBINAR

Your Guide to Managing Redundancies

Watch Now



[Click here](#)

What's Coming Up Next?

FREE WEBINAR

Your Guide to Outplacement Programmes



20th October 2020
11:30am (BST)

Sign Up Today



[Register here](#)

Our Contact Details

Contact Details

Name: Caroline Harper

Phone: 01295 816443

Email: CarolineHarper@thecurvegroup.co.uk

Address & Registration Details

Office Address

The Curve Group, The Old Stables,
Charlton House Estate, Hinton-in-the-Hedges,
Northamptonshire, NN13 5LH

Registration Number 06774645

General: 01295 811 486

E-mail: contact@thecurvegroup.co.uk

Web: www.thecurvegroup.co.uk



@thecurvegroup



The Curve Group

© 2020. The Curve Group

® Curve is a UK registered trademark number
248260

