

# Managing Redundancies

## Who Would Benefit

HR professionals who need to plan a redundancy programme or who would like to improve their knowledge in the field of change management.

## Course Overview

This workshop will make sense of the legal complexities of managing a redundancy situation. We will look at the legal framework relating to collective and individual consultation, selection pools, selection criteria and the termination process from the perspective of making the law work for us, rather than let it dictate what we do. We will examine how the law plays its part in an effective, well run and sensitively-handled change programme.

**Course Category:**  
Employment law for HR

**Recommended no. of days:**  
1

**Recommended delegate group size:**  
Up to 12

**Course location:**  
To be determined by client


## The Course Includes:

- **The business case, why is this necessary?**
- **The selection process**
- **The consultation process**
  - The duty to inform and consult
  - Timeframes, when and how it applies
  - Collective consultation
  - Individual consultation
- **The termination process**
  - Alternative employment and trial periods
- **Avoiding getting it wrong**
  - Managing family leave and sick leave during a redundancy situation

## Learning Outcomes

By the end of this workshop delegates will be able to:

- State what an acceptable business case for redundancy may be.
- Work within the legal framework to achieve a fair process ensuring selection follows a rational approach.
- Consult in a timely, effective manner at both collective and individual stages of the consultation process.
- Follow the correct termination process.

 talent@peopleplus.co.uk

 www.pptalent.co.uk

   @PeoplePlusUK