

Top 10 Tips – Redundancy Management

Stonebridge HR Consultants Ltd



1. Try to avoid redundancies where possible by asking staff to take unpaid sabbaticals or unpaid holidays.
2. Try to avoid redundancies by asking if any staff would be prepared to reduce their working hours.
3. Try to avoid redundancies by asking staff if they would all be prepared to reduce their salary/wages, so long as wages still meet national minimum wage levels.
4. Ask staff for any ideas they may have to reduce costs rather than having to make redundancies.
5. If redundancies are inevitable, ask for volunteers for redundancy before compulsory redundancies.
6. If redundancies can't be avoided, ensure that you meet consultation requirements.
7. Ensure you keep staff informed about the redundancy process, particularly through periods of uncertainty.
8. Make sure each individual understands their redundancy and/or notice payments in the event that they are made redundant.
9. Provide some assistance to the job hunting process for any staff who are leaving.
10. Following redundancies, re-focus remaining staff on the business moving forward.

Top 10 Tips supplied by...

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