

# MANAGING REDUNDANCY PROGRAMMES



## Workshop Overview

Redundancies can be costly, time consuming and have a negative effect on staff morale especially if they are not managed well. This one-day training workshop provides the background information and guidance to enable operational managers and HR teams to implement the redundancy processes effectively. It can also provide valuable information to staff.

HR staff and/or operational managers are often tasked with leading the redundancy process and whilst many organisations have policies and procedures to follow these seldom provide sufficient guidance on the detail and the human/emotional aspects that they will need to manage the process properly. Knowing how to manage redundancy is an essential part of a manager's role and if not managed in the correct way redundancy can have a far-reaching impact within an organisation.

## Who is it for?

This one-day workshop will significantly benefit line managers of all levels and all staff responsible for HR.

Delivery is through a mixture of methods and involves delegates working in group exercises and discussions. Training is practical and interactive.

## Aims & Objectives:

This one-day session has been developed to provide participants with an increased understanding of how to manage redundancy, including the legal framework and the process to follow for fair redundancy.

On completion participants will be able to:

- Define what constitutes a redundancy;
- Describe the legal framework for redundancy;
- Explain the process of fair redundancy;
- Describe the benefits of a systematic approach to redundancy;
- Design fair selection criteria;
- Identify potential discrimination issues
- Highlight the importance of consulting with employees
- Identify the range of support measures (internally & externally) which should be provided to those being made redundant;
- Identify ways in which organisations can prevent a redundancy situation
- Working effectively with trade unions and employee consultation representatives
- Consider issues which will impact on redundancy pay entitlement
- Deploy a range of soft skills to address challenging questions and situations
- Be aware of an employee's entitlement.

*Our training sessions can be delivered on-site or in our training facilities.*

*Each learner will receive a certificate of attendance and course packs to take away.*

For more details and booking please **CONTACT US**

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Learning Additional & New Employment Skills

