

# REDUNDANCY

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Redundancy is a form of dismissal from your job. It happens when employers need to reduce their workforce.

# REDUNDANCY SITUATIONS

# 1. New systems in the workplace

- You may be made redundant if a new process or system is introduced which means that your job is unnecessary.

## 2. The workplace has closed, or is closing down

- The most common example of where someone's work is no longer needed is where the business or part of the business has closed down or is closing down.

### 3. The need for the worker has diminished or ceased

A redundancy situation may arise where a business continues to operate but there is no longer a need for the skills for which the employee was taken on.

# Rights:

- redundancy pay
- a notice period
- a consultation with your employer
- the option to move into a different job
- time off to find a new job

# Your employer should use a fair and objective way of selecting you for redundancy

- last in, first out (employees with the shortest length of service are selected first)
- asking for volunteers (self-selection)
- disciplinary records
- skills, qualifications and experience



# Unfair selection

- gender
- marital status
- sexual orientation
- race
- disability
- religion
- age
- your membership or non-membership of a trade union
- health and safety activities
- pregnancy

1. <https://www.gov.uk/redundant-your-rights/overview>

2. [http://www.citizensinformation.ie/en/employment/unemployment\\_and\\_redundancy/redundancy/redundancy\\_payments.html](http://www.citizensinformation.ie/en/employment/unemployment_and_redundancy/redundancy/redundancy_payments.html)

3. <http://www.landaulaw.co.uk/redundancy/>