

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

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