



REDUNDANCY POLICY

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Introduction

In the event that the Company requires redundancies to be made, the Company aims to honour its obligations under the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) by consulting, where appropriate, with representatives of any appropriate recognised trade union or elected representatives of the employees. The Company will fulfil any statutory consultation obligations it might have.

The statutory consultation obligations

In the event that the Company should contemplate making 20 or more employees redundant in a period of 90 days the Company will comply with the specific statutory requirements by consulting either with a representative of an independent trade union which is recognised by the Company or, in any other case, with elected representatives of the affected employees.

Redeployment

In all cases of redundancy the Company will make every reasonable effort to find the employees a suitable alternative job. If an employee unreasonably refuses an offer of suitable alternative employment within the meaning of the Employment Rights Act, the entitlement to statutory redundancy payment may be jeopardised.

Volunteers

The Company will consider any applications from employees volunteering to be made redundant, but the Company reserves the right to refuse such applications.

Selection

If compulsory redundancies are necessary, the primary basis of selection for redundancy will be the qualifications, skills, competencies, performance and aptitude of the employee considered in the context of the needs of the business at that time. Disciplinary records may also be considered.

Outplacement

In appropriate cases the Company will give consideration to the funding of outplacement services for redundant employees.

References

The Company will, where possible, agree with the redundant employee a suitable form of reference to be given to prospective new employers and to other interested parties including Jobcentre Plus.