Managing Redundancy and Restructuring

Introduction

This session will help you to understand the legal implications of making a redundancy, whether for 1 person or 100, which is imperative to an organisation's risk management strategy. In addition it will help you understand the positive implications that a restructure may have on an organisation post change and how you can bring that to life in the business.

Participants are requested to familiarise themselves with two case studies before the course.

Course Objectives

- Deeper understanding of the legal consultation limits for redundancy
- Understanding of the resources available from the government
- A checklist of paperwork that is required
- An opportunity for you to get a grip on practical implications of managing a redundancy programme from concept to closure

Duration: 1 Day Course

Course Content

Project Management
Understanding the reasons for reduction
Project stakeholder engagement
Defining the process
Understanding the risks attached to voluntary redundancy

The Legal Framework
Redundancy Payments, Employee Rights, Fair Dismissal
Fair Consultation, Voluntary redundancy
Sham Redundancy
Large groups of redundancies, in excess of 20 people
Appeals, Tribunals, Insolvency

Selection Criteria
Who qualifies?
The importance of objectivity

Trade Union Participation
Engagement, Consultation, Representation

Sticky Situations!
Managing A Change during a Maternity leave
Early Retirement

Survivor Syndrome
Understanding why this occurs post change
The importance of communication
The psychological contract
Managing guilt, productivity and absence
Planning the team of the future

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