

Making Redundancies

By Neil Largan

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With the talk in the media in the past few months about the credit crunch and the downturn in the property market, it is no surprise that businesses of all types across the region are feeling the squeeze.

Businesses can be impacted in many different ways, however if you are at the point of considering staff cut backs make sure you know where you stand first.

If possible, it is preferable for an organisation to establish a formal procedure on redundancy. This gives you a benchmark to follow and ensures that you take all the necessary steps. For some organisations they deal with redundancies by an informal arrangement with a practice which varies for each redundancy or they may only start to consider the appropriate procedure for the first time when a redundancy situation arises.

At the very least, in order to plan and implement a redundancy situation properly, there are a number of stages to be followed in most cases. The exact procedure varies according to the timescale and size of the redundancy and these can be discussed with a specialist employment law solicitor so you get the most appropriate advice for your circumstances.

Planning and preventive measures should always be considered to attempt to avoid redundancies. There are a number of ways to do this and these include - natural wastage, stopping or reducing overtime, offering early retirement to volunteers (subject to age discrimination issues), retraining or redeployment. You should also consider seeking volunteers. Offering a voluntary redundancy package and then seeking willing redundancy volunteers may avoid compulsory redundancies altogether.

Making redundancies is never an easy decision to have to make for any business. The impact is felt across the business and it is important to remember those who remain and make sure they understand why a decision has been made to avoid negative feedback. Managing any redundancy sensitively and with clarity will help everyone through the process.

If you would like advice on making redundancies or any other employment matter, please contact one of our specialist employment law solicitors, Neil

Largan at our York office on 01904 624185 or John Broadbridge at our Malton office on 01653 600070 or email law@crombiewilkinson.co.uk