



Redundancy – are you being treated fairly?

In recent weeks, there have been numerous reports in the media about anticipated job losses and it continues to be an unsettling time for both employees and employers. Many employees may now be facing **redundancy** as the economic slow down tightens its grip on the economy. Before employers can begin to downsize or reorganise their workforce, there are several duties they are required to comply with.

Firstly, all employees who are put at risk of redundancy must be consulted with. The employer has an obligation to look for alternatives to redundancy before any dismissal takes place. If there are large scale redundancies, then employee representatives should be elected to represent the employees at management level.

Employers should confirm the redundancy procedure in writing. Any dismissal also needs to be confirmed in writing and the employee should be provided with the right of appeal. Employers should give reasonable time off to affected employees to attend interviews and search for new employment.

Employees are also entitled to see any criteria which has been used to select them for redundancy and the scores which have been awarded. The selection criteria must be fair and objective.

Many employers will offer enhanced redundancy packages in return for an employee's agreement to enter into a **Compromise Agreement**. This is a legally

binding contract between the employer and employee settling all employment claims the employee may have.

So how do you know if you are being treated fairly?

If your employer is not following any of the above procedures or is reluctant to provide you with details about the redundancy - or the need for it, then it is likely that you are not being treated fairly or that there may not be a genuine redundancy situation.

If you are concerned about a redundancy procedure or if you have been provided with a **Compromise Agreement** and require advice please contact us on our freephone number **0800 975 2170** or alternatively contact **Judith Curran** on 020 8768 7022 or **Roy Carlo** on 020 8768 7031.

These notes are for guidance only and do not remove the need to take legal advice in any circumstances. No responsibility will be accepted for any loss occasioned as a result of actions taken or refrained from due to their contents.

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