

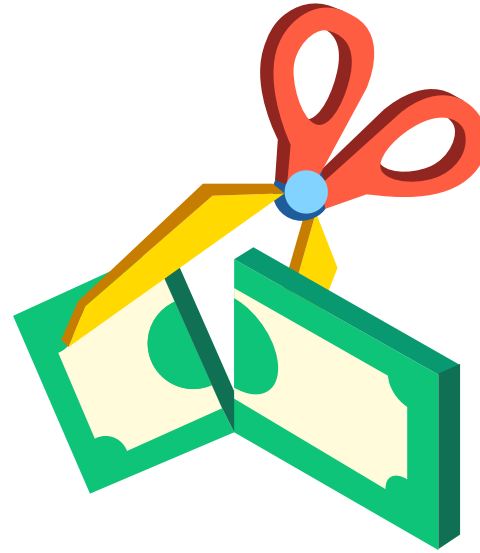
# Avoiding redundancies

Seven ways to keep staff in your business during tough times



## Pay cuts

If cost cutting is the main driver, then reducing how much staff are paid could work, either by reducing hours or just reducing salaries.



## Offers withdrawn

If you were recruiting until recently and have new staff due to join, you could consider withdrawing those offers. Difficult but it may protect existing staff.



## Increased flexibility

You may have staff who would benefit from being able to finish early, or work fewer days, because of childcare or other responsibilities, but haven't felt able to ask or have had past requests refused.



## Bonuses and Commission

If staff are paid partly through bonuses or commission, withdrawing these may help you save costs and keep jobs.



## Early retirement

Employees approaching retirement age may be willing to retire earlier than planned.



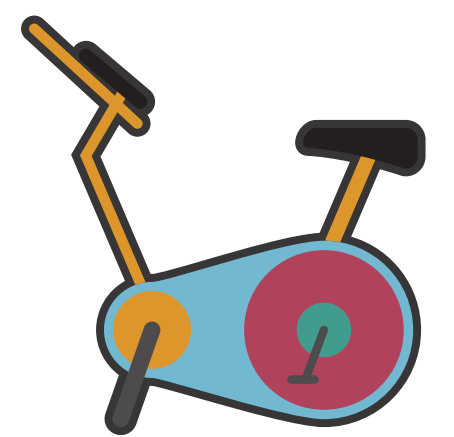
## Review benefits

If you offer contractual benefits such as private healthcare, gym membership or even extra holiday over and above the statutory minimum, cutting these can save significant sums.



## Unpaid leave

Employees taking a period of unpaid leave or a sabbatical might enable you to retain staff long term while saving costs now.



## Remember!

- All of the above will probably require consultation and may involve a change to terms and conditions, so take advice about the risks and implications and approach carefully.
- Don't make assumptions - talk to staff openly and honestly about what is needed and listen to their ideas. You may find volunteers for some or all of the above without having to impose anything at all.

