

Redundancy consultation

Six ways it can really benefit your business



Legal protection

Failure to meaningfully consult with employees who are being made redundant will leave you very vulnerable to an unfair dismissal claim even if you're sure the redundancy is justified.



Goodwill

Those employees who are staying with you will see that departing staff have been treated fairly and consulted genuinely. This will generate you more goodwill during what may be a challenging time ahead.

Volunteers

Consultation may result in people unexpectedly volunteering for redundancy, meaning you may be able to avoid compulsory redundancies altogether.



Ideas

You may think redundancies are your only option, but you never know what creative ideas a staff member might come up with to reduce costs or continue the business through a challenging time.



Correct mistakes

Consultation about pools, selection criteria and scoring may reveal errors, poor choices or procedural slips that you then have the opportunity to put right before making any decisions, reducing the risk of appeals or having to 'undo' unfair decisions later.



Improved experience

Redundancy isn't a nice experience for anyone, but employees who feel they are genuinely being heard are more likely to find the process supportive and leave with a better feeling about you as an employer. It's the right thing to do.



Remember!

✓ Consultation must be meaningful, so that staff genuinely have the opportunity to influence the outcome. Start the process before your proposals are finalised, and before decisions have been taken.

✓ Consultation must be for a reasonable period, depending on the number and complexity of the redundancies you are making. Make sure staff have time to consider what has been said and are not expected to respond immediately.