

Redundancy procedures

Procedure for considering the termination on grounds of redundancy of

- Permanent contracts
- Self-financing contracts
- Open-ended externally-funded contracts (for academic-related staff only)
- Fixed-term contracts (premature termination only)

This procedure applies to all academic, academic-related and support staff, who, by the date when their employment is terminated, will have been in continuous employment at the University for one or more years.

There is a separate procedure for the [termination of fixed-term contracts at their scheduled end date](#).

In considering any redundancy, it is essential to follow the following procedure and to keep records of all associated actions, discussions and consultations. Template letters, which may also act as checklists to ensure that the correct steps have been taken, are available for use and are identified in this document as [\(Pro-forma letters\)](#).

The six stages

The six stages to follow in redundancy cases are:

1. [Making the business case](#)
 1. establish the business case
 2. identify the potential redundancy pool
2. [Seeking advice and specialist support](#)
 1. notify Personnel Services
3. [Warning and consultation](#)
 1. warn staff at risk of redundancy
 2. consult the unions
4. [Exploring alternatives to compulsory redundancy](#)
 1. voluntary redundancy
 2. redeployment
5. [Compulsory redundancy dismissal process](#)
 1. authorisation procedure
 2. selection
 3. notice period
 4. redundancy payment
6. [Appeal](#)

Redundancy Procedures

Steve Williams



Redundancy Procedures:

Implementing Best Practices in Human Resources Management Hugh Secord, 2003 **The HR Guide to European Mergers and Acquisitions** James F. Klein, Robert-Charles Kahn, 2003 News of a merger or acquisition is a big event in the life of a company which stirs uncertainty anxiety and fear The changes redundancies and so on that often follow this news are a further source of turmoil for the employees of both companies involved There is no magic formula to avoid these effects completely However good planning communication and human resource practice can mitigate the worst of them keep everyone that matters on board and ensure that the new organization maintains your reputation for sensitive people management Get it wrong on the other hand and you may lose the very people you were most anxious to keep put the success of the process at risk and even face employment tribunals or other legal proceedings In addition imagine how these processes are complicated by any transnational elements James F Klein and Robert Charles Kahn provide a practical hands on guide to successfully integrating HR functions following any merger or acquisition within Europe The book guides you step by step providing the methodology tools sequence of events and necessary material It includes comparative tables tips and stories illustrating the differences specific issues and pitfalls that are particular to the different European countries 20 years of human resources experience across companies in continental Europe has gone into creating this blueprint to successfully implementing the people side of successful mergers and acquisitions **Smith & Thomas' Employment Law, 9th Ed.** Ian Smith, Gareth Thomas, 2007-09-27 As the successor to Smith Wood s Industrial Law this book maintains its reputation for both comprehensive coverage and lucidity of presentation With a new and improved structure and layout the ninth edition maps closely onto courses in employment law providing an invaluable resource to students of this complex and fast moving subject **A Handbook of Human Resource Management Practice** Michael Armstrong, 2006 A fully updated and revised tenth edition of this classic best selling textbook It remains the primary text for all students studying HRM both undergraduate and postgraduate as well as for students of the Chartered Institute of Personnel and Development CIPD diploma The Handbook also continues to be an essential reference source for all managers concerned with personnel and HRM issues This new edition of A Handbook of Human Resource Management Practice contains a number of significant additions and revisions including substantial revisions to seventeen chapters and new chapters on Human Capital Management the Role of the Front Line Manager HR Strategies Developing and Implementing HR Strategies and Learning and Development The new edition also contains updated material based on recent developments in HRM policy and practice and a wide range of surveys and research projects conducted by professional associations and research bodies **Smith & Wood's Employment Law** Ian Smith, Aaron Baker, 2013-05-30 Reliably updated by Ian Smith and Aaron Baker the 11th edition of this popular text maintains its reputation for comprehensive yet accessible coverage of the essential employment law topics presenting students with a reader friendly yet thorough guide to this fast moving subject **Armstrong's**

Handbook of Human Resource Management Practice Michael Armstrong, Stephen Taylor, 2014-04-03 Armstrong's Handbook of Human Resource Management Practice is the classic text for all students and practitioners of HRM. Providing a complete resource for understanding and implementing HR in relation to the needs of the business as a whole, it contains in-depth coverage of all the key areas essential to the HR function, including performance, reward, employee engagement, and HR policy. This fully revised and updated thirteenth edition contains an entirely new part covering the increasingly important subject of international human resource management. Other new chapters have been added on rewarding special groups and on employment law, and the chapters on HRM motivation and engagement have been completely revised. Armstrong's Handbook of Human Resource Management Practice has also been brought up to date by reference to the findings of a number of significant research projects and other investigations of how HRM operates in practice. Comprehensive online support material for the instructor, student, and practitioner is provided, offering a complete resource for teaching and self-learning. Online supporting resources include lecture slides, an instructor's manual, a student's manual, complete with multiple-choice practice questions and case studies, and a glossary of terms.

Labour Markets Under Different Employment Conditions D. I. Mackay, D. Boddy, J. Brack, J. A. Diack, N. Jones, 2024-09-18 Originally published in 1971, this wide-ranging study illuminates many crucial wage and employment issues by examining the operation of local labour markets and by testing labour market theory against the observed behaviour of employers and employees in different labour market environments. It is based on an empirical investigation of engineering plants, both in major conurbations and in smaller labour market areas. There is an emphasis on measurement and quantification, which provides a fund of information on such subjects as wage structures, labour turnover, recruitment, and mobility, internal labour markets, manpower forecasting, apprentice training, and redundancy. The authors outline the weaknesses of applying economic theory to labour market behaviour.

Introducing Employment Relations Steve Williams, 2020 This new and extensively updated edition of *Introducing Employment Relations* draws on the most up-to-date research and contemporary examples to help students develop their knowledge, understanding, and critical assessment of the main issues relating to employment relations. Essential reading for undergraduates and postgraduates studying employment relations, human resource management, and business studies, *Introducing Employment Relations* contains a wealth of features designed to prompt students to critically reflect on how employment relations are regulated, experienced, and contested by organizations and employees collectively or individually. Facilitating learning and prompting lively debates, such features include case studies, reflective segments, international perspectives, insights into practice, summary points, and end-of-chapter assignment and discussion questions. Whilst maintaining a critical focus to draw out the contemporary debates surrounding employment relations, this text is written in a lively, engaging, and accessible style. This book is supported by a range of online resources, including: For students: Annotated web links, Web case studies, Updates to content relating to legislation, research, or policy, Video links. For lecturers: PowerPoint

slides Case study guide A guide to end of chapter questions A guide to web cases **Employee Relations** John Gennard, Graham Judge, 2002 In the third edition of this acclaimed student text the CIPD's chief examiner John Gennard and associate examiner Graham Judge consider the corporate environment major institutions and best practices They have taken full account of the new CIPD Professional Development Standards designed to produce employee relations professionals who are business focused and thinking performers *Employment Rights* Richard W. Painter, Keith Puttick, Ann Holmes, 2004-09-20 This new edition of the successful handbook *Employment Rights* is fully updated and revised to include new material on all recent employment law *Employment Rights* is a well established text and reference point on all aspects of labour law in particular those outside the legal profession Coverage is comprehensive and includes recruitment and selection contracts and changes to them wages discrimination unfair dismissal and redundancy health and safety trade union rights and work related benefits This new edition has been expanded to include coverage of developments such as the Employment Act 2002 Tax Credits Act 2002 EC Employment Social Policy the European Convention of Human Rights and reform of the Disability Discrimination Act 1995 and the Industrial Tribunals Act 1996

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