

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

Didier Musso



Redundancy Procedures:

The book delves into Redundancy Procedures. Redundancy Procedures is an essential topic that must be grasped by everyone, ranging from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Redundancy Procedures, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:

- Chapter 1: Introduction to Redundancy Procedures
- Chapter 2: Essential Elements of Redundancy Procedures
- Chapter 3: Redundancy Procedures in Everyday Life
- Chapter 4: Redundancy Procedures in Specific Contexts
- Chapter 5: Conclusion

2. In chapter 1, this book will provide an overview of Redundancy Procedures. This chapter will explore what Redundancy Procedures is, why Redundancy Procedures is vital, and how to effectively learn about Redundancy Procedures.
3. In chapter 2, the author will delve into the foundational concepts of Redundancy Procedures. This chapter will elucidate the essential principles that must be understood to grasp Redundancy Procedures in its entirety.
4. In chapter 3, the author will examine the practical applications of Redundancy Procedures in daily life. The third chapter will showcase real-world examples of how Redundancy Procedures can be effectively utilized in everyday scenarios.
5. In chapter 4, this book will scrutinize the relevance of Redundancy Procedures in specific contexts. The fourth chapter will explore how Redundancy Procedures is applied in specialized fields, such as education, business, and technology.
6. In chapter 5, the author will draw a conclusion about Redundancy Procedures. The final chapter will summarize the key points that have been discussed throughout the book.

The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Redundancy Procedures.

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