Redundancy procedures

Procedure for considering the termination on grounds of redundancy of

- Fermanent contracts
- Self-finencing contracts
- Open-ended externally-funded contracts (for agademic 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 and 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-forms letter).

The six stages

The six stages to follow in redundancy cases are:

- 1. Making the business case
 - assignish the business case.
 - Identify the potential redundancy pool.
- Seeking advice and specialist support.
 - 1. notity Personnel Services
- Warring and consultation.
 - wearn small at risk of recturitiency.
 - 2. consult the unions
- Exploring alternatives to compulsory redundancy.
 - voluntary reglandancy:
 - nedeptownerst.
- Compulsory reclandancy dismissal process.
 - authorisation procedure
 - 2. selection
 - restice period.
 - redundancy payment.
- Append

Redundancy Procedures

James F. Klein, Robert-Charles Kahn

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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 A Handbook of Human Resource Management Practice Michael Armstrong, 2006 A fully updated and fast moving subject 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. 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