

**1**

**Notify the Redundancy Payments Service (RPS)  
before first consultation.**

**2**

**Consult with trade union representatives or  
elected employee representatives.**

**3**

**Provide information to representatives or staff  
about the planned redundancies.**

**4**

**Respond to any requests for further  
information.**

**5**

**Give any affected staff termination  
notices and show leaving date.**

**6**

**issue the redundancy  
notices.**

# Redundancy Procedures

**Natalie G.S. Corthésy, Carla-Anne  
Harris-Roper**



## 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

Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, Stephen Taylor, 2017-02-03 Armstrong s Handbook of Human Resource Management Practice is the bestselling definitive text for all HRM students and professionals 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 such as employment law employee relations learning and development performance and reward Accessible and to the point as ever this fully updated 14th edition includes emerging theory and practice embracing the most current thinking on engagement talent management and leadership development With updated case studies and references to academic journals professional magazines and recent research and surveys it also includes coverage of new approaches to topics such as job evaluation and pay structures

Armstrong s Handbook of Human Resource Management Practice is aligned with the Chartered Institute of Personnel and Development CIPD professional map and standards with the sections meeting CIPD learning outcomes now even clearer than before Comprehensive online support material for instructors students and HR managers are included Resources for students and professionals include multiple choice questions flash cards case studies further reading and a glossary of HRM terms The lecturers manual contains session notes discussion questions a literature review and a complete set of lecture slides

*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

Labor and Employment Law in the New EU Member and Candidate States Anders Etgen Reitz,2007 This book is a practical tool for legal practitioners and in house counsel advising clients on their foreign operations in the new EU The book begins with an introduction to EU legislation EU directives and the enlargement of the European Union Each chapter provides an overview of labor law hiring terms and conditions termination discrimination and business transfers in the following countries Bulgaria Croatia Cyprus Czech Republic Estonia Hungary Latvia Lithuania Macedonia Malta Poland Romania Slovakia Slovenia and Turkey A table of statutes and EU legislation completes the book

Employment & Labour Law Siân Keall,2012 The 3rd edition takes into account the extensive changes made by the Companies Act 2006 This is an indispensable text for law students covering all the essential areas of company law in a clear and logical format

**Routledge Library Editions: The Labour Movement** Various,2021-07-28 This set of 44 volumes originally published between 1924 and 1995 amalgamates a wide breadth of research on the Labour Movement including labour union history the early stages and development of the Labour Party and studies on the working classes This collection of books from some of the leading scholars in the field provides a comprehensive overview of the subject how it has evolved over time and will be of particular interest to students of political history

Human Resources Disputes and Resolutions Harry Sherrard,2007 What is the procedure if an employee calls in sick but is later spotted in the park playing with his children Employers may think they have grounds to serve a warning but would they be within their rights to do so Harry Sherrard a successful employment law solicitor identified the need for HR professionals and line managers to understand the legal rules and procedures when dealing with workplace disputes and dilemmas He and his colleagues created training workshops that offered more than the usual dry

handling of the subject by encouraging delegates to share their experiences of workplace disputes or headaches and participate in lively discussion to generate practical and legal resolutions Presented as a series of thought provoking case studies Human Resource Disputes Resolutions is a compilation of some of the most common headaches discussed in the workshops Using a questions and answers format Sherrard provides a legal analysis to each incident and a resolution that is practical in application Varying from mild to extreme cases this unique book is an indispensable learning opportunity for both beginners and those with experience within employment law

**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

**Commonwealth Caribbean Employment and Labour Law** Natalie G.S. Corthésy, Carla-Anne Harris-Roper, 2014-07-17

This new edition to the series will provide an up to date textbook covering a wide range of employment and labour law issues which affect the Commonwealth Caribbean Initially the book will embark on a comparative analysis of employment and labour law in Jamaica Trinidad and Barbados as a reference point for distinguishing the laws of other Commonwealth Caribbean jurisdictions The book will continue to examine how the law operates within the legal systems of the Caribbean taking into account the umbilical link to British jurisprudence and the persuasive precedent of other Commonwealth jurisdictions and the impact this has had on the growth and development of the area Commonwealth Caribbean Employment and Labour Law will be essential reading for students enrolled on Employment Law Discrimination and Dismissal Law courses in the Caribbean

**Kenya Gazette**, 1987-10-16 The Kenya Gazette is an official publication of the government of the Republic of Kenya It contains notices of new legislation notices required to be published by law or policy as well as other announcements that are published for general public information It is published every week usually on Friday with occasional releases of special or supplementary editions within the week

**Employment Law in China** Christopher Hunter, Louisa

Lam, Ketong Lin, 2008 It s not easy to find out exactly what you can and can t do legally with the human resources you employ

to help run a business in China That is unless you have this well informed insightful information packed guide at hand Although it s concise and easy to understand it offers in clear English comprehensive accurate and up to date guidance on the best HR practice in China for tackling such crucial and often tricky employment issues as recruitment and induction the employment contract benefits retirement and tax issues rules covering expatriate and foreign workers training and development industrial relations dispute resolution and termination and redundancy Especially useful in this new edition is its coverage of the recently implemented Labour Contract Law of the PRC which took effect on 1 January 2008 with its important clarifications in such areas as written contracts and severance pay Translations of laws rules and regulations manifest CCH s unchallenged standards of accuracy and clarity Employment Law in China will prove immeasurably valuable to line managers human resource practitioners company lawyers and other professionals involved in running day to day business operations in China

**Magazine Editing** John Morrish,Paul Bradshaw,2012-03-12 Including comprehensive coverage on both print and online consumer and free magazines Magazine Editing looks at how magazines work and explains the dual role of the magazine editor John Morrish and Paul Bradshaw consider the editor both as a journalist having to provide information and entertainment for readers and as a manager expected to lead and supervise successfully the development of a magazine or periodical Looking at the current state of the magazine market in the twenty first century the third edition explains how this has developed and changed in recent years with specific attention paid to the explosion of apps e zines online communities and magazine websites Featuring case studies interviews with successful editors examples of covers and spreads and useful tables and graphs this book discusses the editor s many roles and details the skills needed to run a publication Magazine Editing offers practical guidance on how to create an editorial strategy how to lead and manage an editorial team researching a market and finding new readers dealing with budgets and finance working with designers and production staff legal technological and ethical dilemmas online distribution social media and search engine optimisation managing information overload how to become an editor

*Managing Employment Relations* Tony Bennett,Richard Saundry,Virginia Fisher,2020-02-03 Employment relations is concerned with the relationship between employees and their employers one of the most important aspects of an HR role Managing Employment Relations will give students a thorough grounding in the processes context and practical application of employment relations and the skills they need for a successful career in HR Covering everything from the legal aspects of employment relations essential policies strategies and the changing social context to conflict resolution mediation employee engagement and workplace discipline Managing Employment Relations is an indispensable guide With brand new content on gig economy workers supporting diversity in the workplace individual and group policies and the need for greater transparency in the employer employee relationship this book is a comprehensive guide to the theory and practice of employment relations Mapped to the CIPD Level 7 module in employment relations and full of case studies and exercises to help students understand the practical

application of the core topics this is an essential textbook for postgraduate HR students and practitioners in an employment relations role Online resources include a lecturer guide lecture slides sample essay questions and additional case studies for students and lecturers as well as annotated weblinks

**Labour Law: Council of Europe** Andrzej Marian Świątkowski,2023-12-18 Derived from the renowned multi volume International Encyclopaedia of Laws this monograph on Council of Europe not only describes and analyses the legal aspects of labour relations but also examines labour relations practices and developing trends It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting Both individual and collective labour relations are covered in ample detail with attention to such underlying and pervasive factors as employment contracts suspension of the contracts dismissal laws and covenant of non competition as well as international private law The author describes all important details of the law governing hours and wages benefits intellectual property implications trade union activity employers associations workers participation collective bargaining industrial disputes and much more Building on a clear overview of labour law and labour relations the book offers practical guidance on which sound preliminary decisions may be based It will find a ready readership among lawyers representing parties with interests in Council of Europe and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations

**Modern Employment Law** Charles Barrow,Ann Lyon,2018-06-19 Modern Employment Law covers all aspects relating to the employment relationship between employer and employee at both individual and collective levels All chapters are absorbing and exact with nuanced topics such as unfair dismissal discrimination and trade union law being explored from several different angles Pedagogical features such as Thinking points and Further reading sections enable students to consolidate and extend their knowledge Though primarily aimed at LLB students this book offers a wide ranging accurate authoritative contemporary and readable guide to modern employment law for all students of the subject at both undergraduate and postgraduate level Although a collaborative effort each author focused on specific areas of employment law Ann Lyon examined the statutory rights of employees including topics such as redundancy unfair dismissal and discrimination and equal pay issues Charles Barrow had primary responsibility for the introduction the majority of the contract of employment chapters and the collective aspects of employment law

**Artificial Intelligence Ethics** Azhar Zia-ur-Rehman,2025-04-17 Artificial intelligence AI has permeated every aspect of life Like every other technology AI poses risk and raises questions on ethics related to its design development deployment use and retirement While a completely ethical AI may not be possible to achieve it is possible to assess the maturity of the ethics of certain AI based system or that of an organization that employs AI This book presents a comprehensive framework designed to guide organizations in assessing and enhancing the ethical maturity of their AI systems It provides a structured approach to evaluating AI ethics across multiple dimensions including governance transparency accountability fairness and privacy By using this framework organizations can identify areas of

strength and opportunities for improvement enabling them to develop AI systems that are not only technically robust but also ethically sound This book is just the beginning of a whole new domain of AI ethics maturity assessment in which the author plans to establish a certification body for certifying systems and organizations on the maturity of their AI ethics The author may be approached for partnership in this regard at [azharzr@usa.net](mailto:azharzr@usa.net)

**Q & A Revision Guide: Employment Law 2012 and 2013** Richard Benny, Malcolm Sargeant, Michael Jefferson, 2012-01-12 Q A Employment Law offers a lifeline to students revising for exams It provides clear guidance from experienced examiners on how best to tackle exam questions and gives students the opportunity to practise their exam technique and assess their progress



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