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ROAD MAP TO THE REDUNDANCY PROCESS

An employer must enter into consultations with a view to agreement with your representatives as soon as possible and at least 30 days before the notice of redundancy is given.

The aim of the consultation is to consider whether there are any alternatives to the redundancies.

There are good practices that should be observed by the employer throughout this process.

We outline here what we consider would represent poor practice from the employer and how your employees representatives should respond to the employer if faced with any of these issues.



Freephone **ROI** 1800 81 91 91 **NI** 0800 358 0071
or email us at advice@fsunion.org

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ROAD MAP TO THE REDUNDANCY PROCESS

	Bad Practice	Good Practice
Consultation Process	<p>Employer</p> <ul style="list-style-type: none"> • is slow to release information • is low to respond to questions • Does not partake in meaningful negotiations • Suggests only 1 meeting per week • Says no extension 30 days • Says local management have no decision-making power 	<ul style="list-style-type: none"> • Provide necessary information early in the process • Take necessary time to discuss and reflect on issues raised • Meaningful engagement • Local empowered decision makers
Reduce Redundancies	<ul style="list-style-type: none"> • No alternatives explored • All suggestions refused • A webpage with advertising vacant roles 	<ul style="list-style-type: none"> • Explore alternative roles • Explore potential of reduced hours/job share
Redundancy Process	<ul style="list-style-type: none"> • Pre-selection desktop exercise • Compulsory redundancies • No Appeal 	<ul style="list-style-type: none"> • Agreed objective criteria • Voluntary first • Appeals process
Redundancy Terms	<ul style="list-style-type: none"> • Employer relies on global redundancy terms • No local flexibility • No negotiation 	<ul style="list-style-type: none"> • Local terms based on local markets • Meaningful negotiations • Minimum terms for short service • Retraining grants
Timings and exits	<ul style="list-style-type: none"> • Very fast • Put on garden leave • No flexibility 	<ul style="list-style-type: none"> • Flexible working with individuals • Time for adjustment • No 'locked out' • Opportunity to apply for roles

We can help you navigate this process, contact our confidential Advice Centre.