

# Webinar

3rd June - 9:30am

## Agenda

### **Halborns - furlough and redundancy: cutting through the complexity**

Redundancies are challenging at the best of times, with the current pandemic and furlough only adding another layer of complexity. Securing straight-talking advice and support throughout the process ensures the mitigation of risk whilst supporting the achievement of your end goal. Ginny Hallam, Managing Director of Halborns, will outline your options for handling the process during furlough including:

- what adjustments you need to make to maintain a fair process
- which employees do or don't stay on furlough
- conducting remote consultation meetings and the right to a companion

### **AdviserPlus - preparation and best practice**

While we all hope that redundancy is a last resort, it pays to be prepared - a clear process ensures that people are treated with dignity and respect through what is inevitably an unsettling time. It's important to keep the real, human impact of redundancy in your mind throughout the process - managing the process well and getting your communications right can mitigate risk and be reassuring for all concerned. Yvonne Wilcock, Managing Director of AdviserPlus, will explain the importance of:

- a best practice process that will give you confidence that the people impacts of your business change are clear
- why you must apply a fair and reasonable approach to engaging those who are impacted by change
- supporting your managers through the process.

### **Working Transitions - supporting individuals and providing choice**

When faced with the painful reality of making redundancies, offering an outplacement support programme can be a lifeline providing cost effective, meaningful support in a way that also protects your employer brand. When budgets are being squeezed it's important to ensure that not only do you get maximum value for money but also that the support your people receive is flexible and relevant to an employment market that is likely to be impacted by the after effects of the pandemic for some time.

Lynne Hardman, CEO of Working Transitions will highlight:

- the business case for Outplacement
- the importance of flexibility and choice
- the questions to ask providers to get the best value for your organisation.

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