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**Furlough and redundancy: cutting through the complexity**

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# Can I start a redundancy process while employees are on furlough?

- ACAS guidance
- Voluntary participation
- Employees who refuse
- Carrying out the scoring
- Companions

## Start a redundancy process now or wait until the end of furlough?

- Realistic possibility of circumstances changing?
- Is furlough an alternative to redundancy?
- Cost saving on notice pay
- Can you still run a fair process?
- Objections raised by the employees

## Top tips for a redundancy process during furlough

1. Be clear about why you need to act now
2. Explain why remaining on furlough isn't an alternative
3. Don't just select those on furlough for redundancy

## Consulting remotely

- Communicating with employees on furlough
- Employees on sick leave
- Private space



## Consulting remotely

- WIFI and technology
- Phone or email
- Disabled and shielding employees

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## Consulting remotely

- Childcare
- Support from companions
- Family members or partners
- Recording the meeting

# Calculation of payments

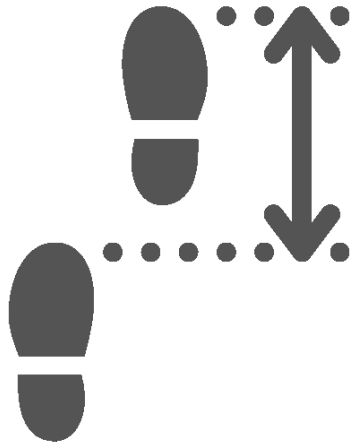
- Notice pay whilst on furlough
- PILON
- Holiday during notice
- Statutory redundancy payments



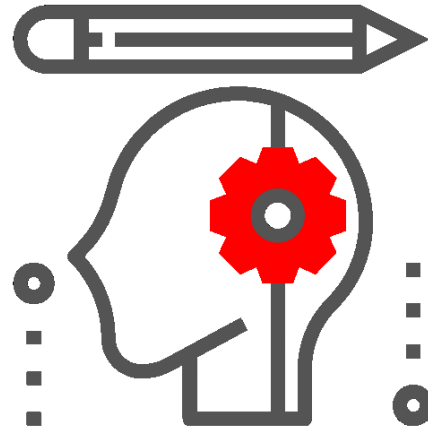
## Other things to think about

- Voluntary redundancy
- Collective consultation
- Maternity leave
- Closure of furlough to new entrants

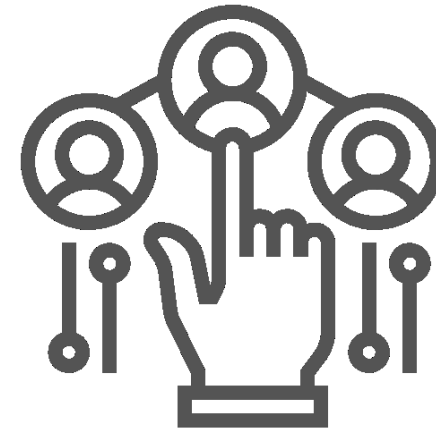
## How can we help?



Get ready  
Get set  
Get going



Intelligent  
Employment  
Plus



Outplacement  
support

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**Any questions?**

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BMF Employment law helpline

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