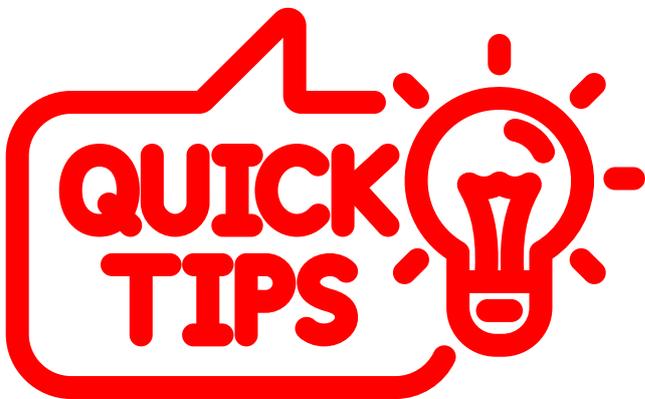


SUPPORTING REDUNDANCY PROCESSES

Providing straight-talking, commercially robust employment law solutions

Restructures, redundancies and re-shaping roles are inevitable as we adapt to work post-coronavirus. Redundancy processes are a challenge at the best of times, without the added furlough complexity. Here are our top tips for maintaining a fair process. We have a flexible solutions package to support your redundancy project - it's described on the next page. Contact info@halborns.com to access more information about our straight-talking legal packages or our free 'redundancy during furlough checklist'.



1

Have transparent and well thought through reasons why you need to consider redundancies now and can't continue to rely on the government for support.

A fair process is all about exploring alternatives, so use your metrics, budget, forecast, order book to explain your reasons. The more you justify, the less likely it is to be challenged.

2

When talking on an individual level, be clear why it is that you can't continue to furlough rather than making the role redundant.

Explain and keep a record of your reasons for deciding to end their employment. One reason could be that you know their role no longer exists and you're reluctant to use the public purse when there is no opportunity of a return.

3

Be wary of selecting for redundancy only those employees who remain on furlough.

You know that you need to carry out a fair and reasonable selection processes. It is unlikely that your original decision on which employees to furlough meets with that test. This leaves the potential argument that you predetermined who was going to be made redundant thereby making the dismissals unfair.

OUR SOLUTIONS

We've worked with hundreds of clients to proactively support them throughout their redundancy projects. Our most used packages feature below - we're proud to be flexible, so if these don't meet your needs, we'd love to work with you to build something that does.



GET READY - DOCUMENTS, TEMPLATES, FLOWCHART / £1700+VAT

Set out in an easy to use road-map with documents and templates directly embedded, you'll be able to craft your own redundancy processes with confidence. All have been adjusted to take into account those employees who are currently on furlough.

Documents include:

- Seven letters arranging meetings and confirming outcomes with the at risk employee
- Suggested selection criteria
- Agendas for each meeting



GET GOING - PRACTICAL, PRAGMATIC, PERSONAL SUPPORT AT YOUR PREMISES / £1000+VAT PER DAY

- Nationwide support from experienced HR partners who take a pragmatic and practical approach to redundancy support. Includes:
 - Support with meeting preparation
 - Attendance at meetings
 - Meeting follow up
 - Career coaching



GET SET - TRAINING AND TIPS / £750+VAT

- An hour's training on any area that's troubling you, or where you might need a refresher
- Two hours of advice from Partner level, straight-talking lawyer, including:
 - Document drafting
 - Document checking
 - Advice on anything that you need support with
- Further advice at 10% discount



INTELLIGENT EMPLOYMENT - ANNUAL, FIXED-FEE SUPPORT / £1700 BASE FEE PLUS £27 PER EMPLOYEE +VAT

- Unlimited day-to-day employment advice, including individual redundancy processes
- Unlimited access to our document platform, including redundancy documents
- Contract and handbook review to identify gaps in compliance and commercial opportunities
- Proactive support to keep you ahead and on top of the latest developments



CONTACT
INFO@HALBORNS.COM TO
DISCUSS HOW WE CAN
SUPPORT YOU.