

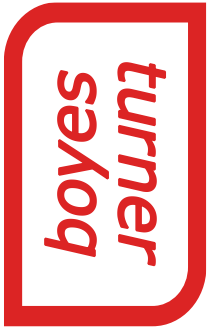


Managing Redundancies

Date: 11 November 2020

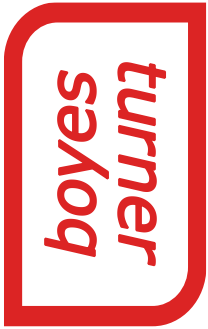
Emma O'Connor, Senior Associate and Head of
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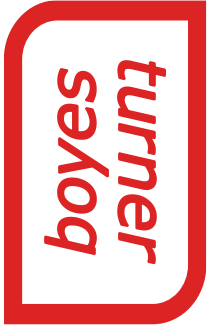
Discussion Points

- Job Retention Scheme #2 - The Extension
- Redundancies – key issues
- Alternatives to redundancy
- The take-aways



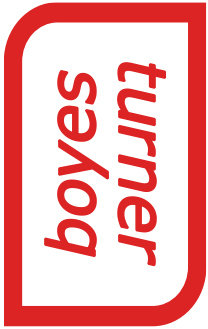
JRS#2 : The Extension

- 1 November until 31 March 2020
- Updated guidance (expected) 10 November 2020
- 80% of normal wages/capped at £2,500 a month for non-working hours
- Employer costs
- Legal rights
 - Holiday dilemma



Redundancies – Potentially Fair Reason to Dismiss

- Redundancies are about roles not people
- Closure of business (whole or part)
- Diminution in requirement for employee to carry out work of a particular kind
- Change of contracts - dismiss and reengage
- Fair reason + fair process



Redundancies and the JRS

- If state-funded support is available, does this preclude redundancies?
- What should we do about staff already made redundant?

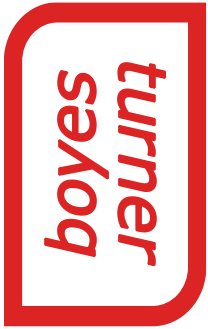


Redundancies – Key Issues

- Preparation and planning – the numbers game
- Form HR1
- Selection
- Consultation – collective and/or individual
 - Reasonable practicable?
- Redundancy pay
- Risks

Alternatives to Redundancy





The take-aways

- Preparation
- Think how the JRS#2 helps/hinders
- Clear communication
- Fairness principles
- Way ahead – coronavirus and beyond



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