

Redundancy

HELPLINE - 0300 1233088

There is no doubt that redundancy is one of the most stressful and distressing times in yours and your families lives. Losing your job and income, your identity and home as well as friends and the possibility of changing schools, jobs for a partner and the prospect of moving house is daunting and sometimes overwhelming. Being equipped with the facts is helpful as one of the problems is feeling out of control and at a loss. You will need support to help you find information, seek another position and consider your options especially when you have others to think of.

We are here to help you, whether to just someone to talk to, attend a meeting with you, find out the facts, join the job register, update your c.v. or housing issues arising from a redundancy but most of all to be with you every step of the way.

The Facts

- Redundancy is technically a form of dismissal from your job. It happens when employers need to reduce their workforce.
- If you're being made redundant, you might be eligible for certain rights, including:
 - redundancy pay
 - a notice period
 - a consultation with your employer
 - the option to move into a different job
 - time off to find a new job

You must be selected for redundancy in a fair way, e.g. because of your level of experience or capability to do the job.

You can't be selected because of age, gender, or if you're disabled or pregnant etc. If you are, this could be classed as an unfair dismissal.

Being selected for redundancy

Your employer should use a fair and objective way of selecting you for redundancy.

Charity No: 1183553 - www.gamekeeperswelfaretrust.com

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Keepers Cottage West Tanfield Ripon North Yorkshire HG4 5LE

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Commonly used methods are:

- last in, first out (employees with the shortest length of service are selected first)
- asking for volunteers (self-selection)
- disciplinary records
- staff appraisal markings, skills, qualifications and experience

If your job no longer exists, your employer can make you redundant without having to follow a selection process.

If you're an **employee** and you've been working for your current employer for 2 years or more, you'll be entitled to statutory redundancy pay as follows: -

- half a week's pay for each full year you were under 22
- 1 week's pay for each full year you were 22 or older, but under 41
- 1 and half week's pay for each full year you were 41 or older

If you're being made redundant, you're entitled to a consultation with your employer. This involves speaking to them about:

- why you're being made redundant
- any alternatives to redundancy

Suitable alternative employment

Your employer might offer you 'suitable alternative employment' within your organisation or an associated company.

Whether a job is suitable depends on:

- how similar the work is to your current job
- the terms of the job being offered
- your skills, abilities and circumstances in relation to the job
- the pay (including benefits), status, hours and location

If your employer has suitable alternative employment and they don't offer it to you, your redundancy could be an unfair dismissal.

Legal Implications

Have you received notice or are you being encouraged to leave – there is a difference. A genuine redundancy situation or unfair dismissal?

You may need legal advice.

Where to find it?

- Ask us and we can put you in touch with someone in your area or someone to speak to on the phone for an initial consultation.

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- Check out your household contents insurance – do you have legal cover if you need it

You are entitled to support by a respected member of the community/colleague/trade union representative – the first in practice most helpful but not necessarily allowed in law.

Essential Questions

- What is your redundancy entitlement and ensure you receive this in writing.
- When this will be paid bearing in mind you may need removal and deposits should you not have found a position
- Ask for a written reference
- Are you required to work your notice
- Are you able to negotiate a longer period in the house should you require it
- Are you able to rent the house should you require it and if so on what terms
- Ensure you receive your p45 and all other relevant documents

The Next Step

Do you wish to continue as a gamekeeper and do you have ties in the area – relatives, children at school, partner in work?

Consider your options carefully

- It may be prudent to sign on if another job is not in the pipeline
- It may also be prudent to register for assistance with housing and/or council tax
- Registering for housing assistance (i.e. a housing list) does not mean you could not rent privately as usually you would wish to live in a rural location with your dogs etc
- You will not be eligible for assistance with over £16,000 savings

If in doubt on any issue ask!

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