

Brabners
we make the difference

Redundancy Training Programme





Helping you with a complex situation

In times of increased financial and operational pressures, businesses have to look at their organisational structure and consider where costs can be reduced. As the effects of lockdown, reduced demand for services and future uncertainty stemming from COVID-19 hit our economy, many businesses are doing just this.

Redundancies are a significant part of the cost reduction process and employers across a number of sectors are considering redundancies, particularly as the furlough scheme winds down.

A complex process, redundancies must be considered carefully and follow the proper 'rules' or else your business will face an increased risk of costly and time consuming legal claims. You can also materially damage employee morale and your reputation as a result of a poorly managed process.

For businesses who are considering redundancies as an option to reduce your workforce costs, your HR team, people managers and Employee representatives need a solid understanding of the process to ensure that they understand the legal landscape, the requirements of the process and how to perform their roles effectively to deliver the right outcome for your organisation and workforce.

Redundancy Training Programme

To support your people and business, we deliver bespoke training sessions designed to guide the key stakeholders through the process – from initial considerations and planning, to individual and collective consultations, as well as specific sessions for your employee representatives.

Delivered by our experienced employment lawyers, we provide the expert guidance and best practice advice to help your people better understand the legal and practical issues they will face, and how to achieve the right outcomes for your business.



Key training topics:

Reducing workforce costs: The alternatives to redundancy

Designed for those leading redundancy or cost reduction exercises, we help HR Professionals and business owners learn how to manage a business restructuring exercise to reduce workforce costs effectively, including communication with employees, varying employment contracts and how to reduce the legal risks at the outset.

Embarking on the redundancy process

When a decision to make redundancies has been made, we teach HR professionals, people managers and business owners how to manage the redundancy process effectively, including understanding the legal requirements and risks as well as consulting and communicating with your staff regarding the redundancy process.

Managing Collective Consultations

If you are considering over 20 redundancies in a 90 day period at one workplace, the process is more complex and requires a collective consultation. In these circumstance, we can support you in understanding; the legal requirements; when the duty to collectively consult arises; the legal risks of not following the process; and how to manage a consultation process effectively.

Making Collective Consultations Effective: employee representatives training

Employee representatives are typically inexperienced when it comes to a redundancy process. Our experts provide crucial value to them, and your business, by providing key insight and guidance into their role in the redundancy process, how to work with management to facilitate the process and will help them develop confidence to undertake this important role.

Want to know more?

We tailor our training sessions to your business and workforce situation. Our experts will discuss your requirements with you to develop a bespoke training session, delivered either online or face-to-face.

Contact our experts to discuss your training needs.



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