

S A M P L E

An employee who unreasonably refuses an offer of suitable alternative employment will not be entitled to a redundancy payment.

of suitable alternative employment

Whether or not it is reasonable for an employee to turn down an offer of an alternative role depends on the specific circumstances, including:

to turn down an offer of an alternative role depends on the specific circumstances, including:

- How long the employee has been in the current role? Is the alternative employment offer?
- The status of the alternative role: is it temporary or permanent?
- The employee's skills and experience: will the role have an adverse impact on the employee's future career?

It may be difficult for an employee to refuse an offer of suitable alternative employment if the offer is objectively suitable. Employers should consider the employee's views, about withholding a redundancy payment if the employee refuses the offer.

that an alternative role is objectively suitable. Employers should consider the employee's views, about withholding a redundancy payment if the employee refuses the offer.

Alternative work after redundancy
There is no requirement for an employer to offer alternative work after the redundancy dismissal.

Alternative work after redundancy
Employers should consider employees for alternative work after the redundancy dismissal.