## **Guidance Notes -**

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# for redundant employees

### Introduction

If an employer is making alternative employment

### Unfair dismissal and a

A redundancy dismissal employer did not consid within the business.

### Redundancy payments

If a redundant employee considered not to have to As the employee has no a redundancy payment.

### Alternative roles and to

if the new role or contraction role or terms and condition period. The four-week tracking extension must be a

If the employee resigns, dismisses, or gives notic will stand and the emplo

### Searching for alternati

Employers should consider that reduced considering alternative visions also becomes clear that reduced is missal.

Employers are not requi employees if there are n thorough search for alte

Employers should provide employees, so the employers should not as or less well-paid role as

# Offering alternative rol

Any potentially redundar offered any suitable alte ofvacancies, the employ and offer the role to the for the job. The employe the risk of discrimination

Refusal of an offer of s

oyer has a duty to look for lant employees.

the time of the dismissal, the Iternative employment existed

native employment, he or she will be original contract comes to an end.

he role are different to the original will be subject to a four-week trial of the employee requires training. he trial period starts.

e trial period, or the employer the original redundancy dismissal edundancy payment.

might be available as soon as it ary. The process of continue right up until the date of

employment for redundant er, employers should make a keep records of that search.

bout any vacancies to all affected tion is suitable for him or her. would not want to take a more junior incy.

y or adoption leave should be the employer hasa number a competitive interview process considers to be the best candidate and reasonably and to be mindful of on decisions.

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An employee who unrea will not be entitled to a re

Whether or not it is reas alternative role depends

- How long the em
- The status of the
- The employee's the employee's fa

It may bedifficult for an eunsuitable. Employers sha redundancy payment of

Alternative work after

There is no requirement after the redundancy dis

of suitable alternativeemployment

o turn down an offer of an fic circumstances, including:

er the alternative employment offer?

temporary or permanent?

I the role have an adverse impact on

that an alternative role is objectively ore, about withholding

n place

ider employees for alternative work