



## Your Rights if Made Redundant - Employment Tribunals

**Redundancy** is a reason for **dismissal** where your **employer ceases operations, closes a place of work** or has a **reduced need for employees** to do work of a particular kind.

**If you are made redundant it is important that you are treated fairly in the process by your employer.**

### Collective Redundancy

If your employer is making 20 or more employees redundant from one place of work within a 90 day period this is a **Collective Redundancy**.

Your employer must ensure that you have representatives – either from a trade union or elected by employees – and if your employer fails to consult these representatives then you may be able to make an Employment Tribunal claim for a protective award of up to 90 days' pay.

### Individual Redundancies

Your employer is making less than 20 employees redundant in one place of work these are **Individual Redundancies** and your employer should follow these principles:

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- Provide as much warning as is as reasonable in the circumstances
- Consult with affected employees
- Adopt a fair method of selection
- Consider alternatives to dismissal including alternative roles
- Give the correct amount of notice and pay any redundancy due

If the procedure used by your employer does not follow these principles or if there is strong evidence that the redundancy is not a genuine one then you may have grounds for an Employment Tribunal claim and would benefit from specialist legal advice.

If you are thinking about bringing an employment tribunal claim and are looking for a solicitor call our freephone helpline on:

**T: 0808 129 3320**

### Got Legal Expenses Cover on your Home Insurance Policy?

It is important to note that if you have legal expenses cover on your home insurance policy you may be able to use this to fund the cost of instructing an employment law solicitor.

This guide contains information on current legal issues applicable at the time of printing. Note there may have been changes subsequently which have not been incorporated in to the material. This guide is intended for information purposes only and its content should not be applied to any particular set of facts or relied upon without legal or other professional advice. For further information on how we can help you please contact:

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