



Alternatives to Redundancy Checklist

During these uncertain times, you might feel that redundancies are your only choice. Here's a checklist to highlight other options you may wish to explore.

Can you reduce expenditure in other ways? (e.g. reducing expenses on training, bonuses, or pay-rises)
Can current job offers be withdrawn?
Can your organisation reduce the use of temporary staff?
Can your organisation implement a temporary pause on recruitment?
Could the employee in question be placed on the Job Support Scheme?
Is the organisation aware of the Job Retention Bonus?
Can you place the employee on a temporary period of lay-off or short-time working?
Can you shorten the employee's hours?
Can you reduce the employee's pay?
Does the employee's skill set align with any other internal vacancies? If so, why not transfer them there?
Could the employee take a period of unpaid leave, such as a sabbatical?
Ask and consult with all furloughed and non-furloughed staff to take more annual leave to compensate for the interruption to their work/life balance. (this can help avoid a backlog of holidays when they do return to work)

*This guidance is not extensive and is for general use only, please seek professional advice for how this may apply in more detail to you and your business.

Contact us, we're here to listen!

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