

A group of five business professionals (three men and two women) are sitting in a row, facing right. They are all holding documents or folders. The image is overlaid with a semi-transparent purple and white text box.

# **REDUNDANCY**

a guide for employers

# Redundancy Employers Guide

**Alysia Blackham**



## **Redundancy Employers Guide:**

**Workplace Law Handbook 2011** Alex Davies,2011-06      **A Guide to Staff Employment in General Practice** Jim Milligan,2015-04-01 GPs doctors and practice managers confront many issues in staff management A Guide to Staff Employment in General Practice provides detailed procedures for navigating these sometimes difficult issues At the same time the book identifies relevant UK law and draws on authoritative advice from bodies such as Acas Although it contains expert information on employment law expert knowledge is not required to use this book It has an easy to use style and gives step by step guidance throughout Information is accompanied by meticulous cross referencing and details of the pertinent employment law are readily available in the appendices The book accesses current law and good practice allowing readers to manage any specific issue The book covers a wide range of topics including the employment contract the key to the many employment rights and how to change the contract legally managing disciplinary procedures performance management including sickness absence dismissal equality maternity rights appraisal workplace stress The book also contains a chapter on recent developments such as GP federations and their employment implications This guide has been compiled by a practice adviser with many years experience of advising representing and training GP practices Not only does the author know how employment law works but he also knows how general practice works Readership GP staff partners practice managers HR personnel in English Clinical Commissioning Groups GP trainers who may need an employment manual to take trainees through learning situations trainee practice managers      **The Handbook of Employment Relations** Brian Towers,2004 Changes in working patterns and technology over the last decade have revolutionized the way we work More people than ever work in white collar jobs and are unlikely to organize collectively Other issues such as careers the long hours culture the global economy an ageing workforce and changes in employment legislation have completely transformed the working landscape This long awaited fourth edition of the Handbook of Employment Relations Law and Practice originally published as the Handbook of Industrial Relations Practice has been revised to reflect these changes In this comprehensive handbook a host of acknowledged experts have been brought together to consider all aspects of employment relations Topics include the influence of the EU employment relations and the information society unfair dismissal health and safety pay working time and other employment rights alternative dispute resolution managing the employment relationship employment relations in smaller firms trade unions pay and performance sickness and absence training and development managing change The Handbook of Employment Relations Law and Practice is an invaluable source of guidance and practical advice for resolving day to day issues that arise in the workplace Practitioners students and managers alike will find it an essential tool that they will refer to again and again      **Recruiting, Retaining and Releasing People** Adrian Mackay,2010-08-20 The greater part of an HR budget is spent on recruitment and retaining good people is key to a company's success This book contains essential and up to date material around recruitment and retention including those issues that

are currently pressing on companies with regard to flexibility returning to work coaching and skills shortages The problems of retirement redundancy and dismissal are also addressed which is an integral part but not included in many texts It provides the student and the professional with one place to find all the aspects and consequences of good practice in recruitment and retention **Isle of Man Offshore Tax Guide Volume 1 Strategic Information and Regulations** IBP, Inc.,2015-04-30

2011 Updated Reprint Updated Annually **Isle of Man Offshore Tax Guide** **Employment Law Handbook** Daniel

Barnett, Henry Scrope, 2008 This new edition has been updated to take account of legislative and other developments including the Age Discrimination 2006 Regulations the Corporate Manslaughter and Corporate Homicide Act 2007 the changes to dispute resolution procedures and the impact of the Work and Families Act 2006 **The Good Guide to**

**Employment** Wendy Blake Ranken, 2009 Employment Law Elizabeth Aylott, 2022-05-03 The updated third edition of Employment Law is a clear and practical guide to understanding the complex important system that regulates the relationship between employers and employees in the UK Understanding and applying the law effectively at work is essential for organizations Employment Law offers a complete overview of the core components that form the interactions between an organization its employees and the HR function The third edition includes the latest developments and changes in law and HR perspectives with new material on the changeability of the law equal pay and parental leave Featuring practical tools checklists case studies and real life examples Employment Law builds legal knowledge in key areas including recruitment contracts discrimination equal pay health and safety and managing the end of the employment relationship It is supported by case studies on topics such as early conciliation implied rights and diversity and inclusion and online resources including person specification templates and appraisal forms and additional references HR Fundamentals is a series of succinct practical guides featuring exercises examples and case studies They are ideal for students and those in the early stages of their HR careers Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, Stephen

Taylor, 2023-01-03 Armstrong's Handbook of Human Resource Management Practice is the definitive resource for HRM students and professionals helping readers understand and implement HR to align with business needs This book provides detailed coverage of all areas essential to the HR function such as employment law employee relations learning and development performance management and reward management It also covers the HR skills needed to ensure professional success including leadership managing conflict interviewing and using statistics It is illustrated throughout in full colour and has a range of pedagogical features to consolidate learning such as source review boxes key learning points and case studies from international organizations such as IBM HSBC and Johnson and Johnson This fully updated 16th edition includes new chapters on managing remote workers and developments in digital human resource management practices There are also updates to reflect the changes throughout the HR function such as performance leadership smart reward and employee wellbeing Armstrong's Handbook of Human Resource Management Practice is suited to both professionals and students of

undergraduate and postgraduate degrees It is also aligned with the Chartered Institute of Personnel and Development CIPD profession map so can be used by those studying the Associate Level 5 and Advanced Level 7 qualifications Online supporting resources include comprehensive handbooks for lecturers and students lecture slides all figures and tables toolkits and a literature review glossary and bibliography

**Manual of Curatorship** John M. A. Thompson, 2015-07-17 Based on original contributions by specialists this manual covers both the theory and the practice required in the management of museums It is intended for all museum and art gallery profession staff and includes sections on new technology marketing volunteers and museum libraries

**Social Services in British Industry** A. F. Young, 2013-10-08 This is Volume XII of a series of eighteen on Public Policy Welfare and Social Work Originally published in 1968 The title Social Services in British Industry might seem a contradiction in terms Industry is concerned with productive processes and the provision and exchange of goods and services which mankind has developed to meet his economic needs The social services are mostly provided where the individual has been unable for one reason or another to realise his full potential or even achieve sufficient development to make a reasonable life possible We think of industry in terms of organisation involving capital labour raw materials and finished products The social services on the other hand are thought of in terms of poverty ill health degradation and squalor Thus the concepts would appear poles apart different worlds This book looks at this relationship further

*Waud's Employment Law* Peter Chandler, 2003 The law relating to employment and its procedures is becoming ever more complex Completely revised and fully updated this authoritative and practical guide continues to demystify employment law explaining the technicalities in a clear and simple way Provided by publisher

**People Resourcing** Stephen Taylor, 2005 People Resourcing is the leading textbook for students taking the CIPD People Resourcing module The text provides a highly practical and accessible text for students taking modules in this area All the main elements of people resourcing are examined in detail There is a particular focus on human resource planning recruitment advertising performance management dismissal and redundancy and retirement A wide range of examples drawn from different sectors and occupational groups illustrate the core concepts The author is one of the CIPD's national examiners for Leadership and Management and has a wide range of experience as an examiner and lecturer in the Human Resource Management area

*Australian Master Human Resources Guide 2010*, 2010

*Systemic Discrimination in Employment and the Promotion of Ethnic Equality* Ronald L. Craig, 2007 This book argues that traditional complaint based antidiscrimination laws are inherently inadequate to respond to systemic discrimination in employment It examines the mechanisms and characteristics of systemic discrimination and the shortcomings of complaint based laws Yet these characteristics can also inform employers and government authorities of the kinds of preventive action that help alleviate systemic discrimination at the workplace In its search for a rational government policy response to systemic discrimination the book evaluates selected legal regimes which impose proactive obligations on employers to promote equality at the workplace Proactive regimes are regulatory in nature rather

than adjudicatory They induce employer compliance through technical assistance dialogue and regulatory pressure rather than court orders By examining the key elements of these regimes the author explains why some proactive regimes function better than others and why proactive regimes function better than complaint based laws in addressing systemic discrimination

Extending Working Life for Older Workers Alysia Blackham,2016-11-03 The UK population is ageing rapidly While age discrimination laws are seen as having broad potential to address the ageing challenge and achieve instrumental and intrinsic objectives in the context of employment it is unclear what impact they are having in practice This monograph addresses two overarching research questions in the employment field How are UK age discrimination laws operating in practice How if at all could UK age discrimination laws be improved A reflexive law theoretical standpoint is employed to investigate these issues applying a mixed methods research design that engages qualitative quantitative doctrinal and comparative elements This book demonstrates the substantial limitations of the Equality Act 2010 UK for achieving instrumental and intrinsic objectives Drawing on qualitative expert interviews statistical analysis and organisational case studies it illustrates the failure of age discrimination laws to achieve attitudinal change in the UK and reveals the limited prevalence of proactive measures to support older workers Integrating doctrinal analysis comparative analysis of Finnish law and the Delphi method it proposes targeted legal and policy changes to address demographic change and offers an agenda for reform that may increase the impact of age discrimination laws and enable them to respond effectively to demographic ageing Runner up of the 2017 SLS Peter Birks Prize for Outstanding Legal Scholarship The author was also awarded the 2020 ISA RCSL Adam Podg recki Junior Prize

**na** , Changes in Rates of Wages and Hours of Work Great Britain. Department of Employment,1982-02

Back to Work: New Zealand Improving the Re-employment Prospects of Displaced Workers OECD,2017-04-06 Job displacement involuntary job loss due to firm closure or downsizing affects many workers over their lifetime This report looks at the situation of displaced workers in New Zealand

**Farm Office Handbook, 2nd Edition** IAgSA,2019-11-01 Farm Office Handbook is a practical reference source for anyone involved in farm administration It offers comprehensive guidance on farm office basics from equipment to doing it online setting up accounting systems computerising a manual accounting system year end procedures complete with a check list management reporting and budgeting with useful templates The chapters on VAT and payroll and statutory and assurance records have been thoroughly revised in this second edition to incorporate all the extensive changes made since the first edition was published in 2012 Additionally all the website addresses for legislative updates contacts and online resources for rural businesses have been updated It is an invaluable resource for someone tackling farm paperwork for the first time and for experienced staff seeking to improve their skills From the foreword It is a useful addition to any farm office as it gives a complete overview of what is expected from the administration of a farm from managing accounts to dealing with office logistics Sir Jim Paice Patron of IAgSA and Minister of State for the Department for Environment Food and Rural Affairs 2010

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