

Dealing with Redundancy



This is an experience that many of us already have or will face during our careers and can be as traumatising as many other significant life events, such as bereavement.

Important things to consider about Redundancy

- It is common to experience a wide range of emotions following Redundancy, including shock, anger, resentment or even relief.
- For the majority, when they reach the point of reflection, after a period of anxiety and disruption, they see it as a new opportunity or even a chance for a change in career direction.
- Ask for help or support; be it financial, legal or emotional or even a combination.
- It is important to understand your rights in relation to Redundancy. Details can be found at <https://www.acas.org.uk/redundancy>

- Keep talking with those close to you; even if you feel you shouldn't for whatever reason, they'll want to support you.
- Think about what you would and wouldn't like to do and don't be put off changing your career, because you might need to retrain for example.

Check with your Employer to see if they have a package of information and support available to you.

This may include:

- Access to an Employee Assistance Programme (EAP).
- Assistance with updating your CV and improving your interview skills.
- Help with finding alternative employment.

Things to consider after Redundancy

- Focus on the areas you can control.
- Take some time to update your CV.
- Consider reaching out to old contacts.
- Keeping yourself focused with a course or learning a new skill and setting yourself goals can help to improve your self-esteem.

There are free online courses via:

<https://www.futurelearn.com/>

or [https://www.open.edu/](https://www.open.edu/openlearn/free-courses/full-catalogue)

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Redundancy pay and finances

- If you are classed as an employee and have been working for your employer for 2 years or more, you will be entitled to Statutory Redundancy Pay.
- For further details and exceptions, as well as information on taxation, please visit <https://www.gov.uk/redundancy-your-rights/redundancy-pay>
- Financial uncertainty following Redundancy can be a significant source of stress and have a negative impact on mental health.
- If you have financial concerns you can access free advice and support on budgeting and managing debt as well as advice on any relevant benefits you may be entitled to claim.

<https://www.citizensadvice.org.uk/debt-and-money>



Finding new employment

You can contact your local Job Centre Plus and request the 'Rapid Response Service' during your notice period, and up to 13 weeks after redundancy, for vocational attainment support and retraining.

<https://www.gov.uk/redundancy-your-rights/get-help-finding-a-new-job>

Once you've been given the date your employment will end, and if you've worked for 2 years or more by the end of your Notice period, you are entitled to reasonable time off for applying for a new job and for retraining.

How long you can take depends on your circumstances.



Other support

The UK Government offer help and advice, as well as the potential to access financial support for training and qualifications to help you secure your next job, through the National Careers Service.

<https://nationalcareersservice.direct.gov.uk>

If you feel it could help to talk to someone unrelated to your circumstances, you can rely on further support from:

- Your GP
- The Samaritans
[samaritans.org](https://www.samaritans.org) or call **116 123**
- MIND
<https://www.mind.org.uk/workplace/coronavirus-and-work/coping-with-redundancy/>
or call **0300 123 3393**

