

# SHAW PERSONNEL SERVICES

## E-TOPIC

No. 2

10th October 2007

### REDUNDANCY

Over the years, this has proved to be one of the most enduring topics on which we are called to give advice and it is often one of the most complex areas as it requires a careful and considered approach to selection, consultation and notification.

We have two come across two main misconceptions over redundancy. The first is that of Statutory Redundancy Pay. It does not take the place of any notice pay, statutory or contractual but is paid in addition to pay in lieu of notice if the employee is not required to work the notice period.

Secondly, we have heard it said *We did not dismiss him but made him redundant instead*. Making someone redundant is a dismissal, although it is one of the potentially fair reasons for doing so.