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Redundancy is a process in which an employee is dismissed due to some possible reasons like your profile is not meeting or matching the new technology in the company, the business no longer exists and employer need less employees and want to reduce them. These are the reasons for the employee redundancy in a company. Employment Law Solicitors deal with all types of the employment issues. It is the necessity of the modern business. It is better for an employer and a company to rescue the one rather than affecting all other staff due to one.

The types of redundancy are individual redundancy and collective redundancy. The name signifies that collective redundancy means removal of many employees and individual means of a single person. Collective redundancy might occur due to relocation of the business, closing of it or the company needs not so many employees. A meeting will be conducted with all the redundant or one on one session is conducted with them. The employer has to tell them the reason of their selection for that, how much they will get as redundancy pay and whether or not there is another job for them. The individual redundancy may occur when the employeeâ€™s profile does not match the company technology or might not fulfill the policy of the company. The rude behavior might also be the reason of dismissal. The employer discusses the case with the person who is selected for the claim. He discusses him the reason o redundancy and if an alternate solution is there then that should also be discussed with the employee. The skills, attendance and performance are the important concerns during this process. It may be announced officially or only the claimed person will be called and tell him personally.

The redundancy should be fair. It should be proper and should fulfill all steps. The claim for it can be made only against the employees who are working from at least two years. The redundancy pay is not equal to the salary of the employee. It depends on the performance, age, and service in the company. This pay is given by some companies while other does not give it even on claim by the worker. According to latest law, the small businesses with fifty employees have to pay redundancy to the employee who is terminated due to operational reasons. The solution to this is the selection of employment law solicitors who had a vast knowledge regarding this field.

The alternatives to redundancy are reducing working hours and wages. It is better to get less money than none. It is good idea rather than losing the whole job and gets tensed. The option is to stop recruitment. Some companies do not recruit during recession. They try to train their staff to adapt the changes. It is better to train them rather than to hire new and giving them extra salary. There are many employees who can handle the burden intelligently and can also play a good role as new member. They have capabilities to learn new things easily and effectively. If these solutions do not help you and there is no other solution then redundancy may be the one and only option left. Then without much more thinking go for it.

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Author James Sherwin has been writing articles for years. He likes to share his thoughts with others.

Here he is sharing information on a Employment Law Solicitors.

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