

Redundancy information for employers

Factsheet

jobcentreplus

Department for Work and Pensions

Redundancies are challenging for everyone involved.

If you are considering making redundancies, we can help by connecting you to appropriate advice and practical support.

Support for you as an employer

Jobcentre Plus has a 'rapid response' service designed to help in the event of redundancies. We can make sure you get the advice and support you need to suit your particular circumstances through our network of partners including:

GOV.UK Online advice on redundancy procedures and employee rights

Acas Reviews working practices and business structure so as to avoid redundancies. They give advice to managers and employee representatives on handling redundancy. Acas also runs practical training courses to equip managers, supervisors and HR professionals with the necessary skills to deal with employment issues - including redundancy - and to create a more productive workplace.

HM Revenue & Customs Advice on the forms you must complete when an employee leaves, and the PAYE tax and National Insurance aspects of your final payment to them.

The Insolvency Service Alternatives to bankruptcy, and information on alternatives to compulsory liquidation.

PACE (Scotland only) Programme from Skills Development Scotland, which delivers a range of services to assist companies and individuals in redundancy situations.

Support for your employees

There's a partnership of organisations in your area that can offer support to your employees, including:

- Help to find a new job including careers advice, help with CVs and other jobsearch techniques.
- Help to develop vocational skills.
- Information about tax credits, Housing Benefit, financial planning and debt advice.
- Funding may be available for one-off support to address barriers to employment or training.



Information sessions may be available for your employees from the following organisations:

- **Jobcentre Plus** Jobsearch support, benefits advice and access to funding
- **HM Revenue & Customs** Advice on tax-related topics such as tax credits, pensions or self-employment.
- **Local authority** Information on housing and council tax benefits.
- **Money Advice Service** Help to understand the financial implications of redundancy, and to manage their own affairs.
- **Debt Advice Network** Advice on how to deal with potential debt.
- **Acas** Information on rights and responsibilities relating to redundancy.

If you wish to contact Jobcentre Plus to discuss redundancy support available, email: rrs.enquiries@dwp.gsi.gov.uk

Please state your location and provide your contact details.



Useful links

For you and your employees

Redundancy advice

www.gov.uk

www.insolvency.gov.uk

www.acas.org.uk

www.wales.gov.uk (Wales only)

For your employees

Jobs and volunteering

www.gov.uk

www.apprenticeships.org.uk (England)

www.myworldofwork.co.uk (Scotland)

www.careerswales.com (Wales)

www.linkedin.com

www.volunteering.org.uk (England)

<http://www.vds.org.uk> (Scotland)

www.wcva.org.uk (Wales)

www.education.gov.uk/get-into-teaching

Careers and CV writing

nationalcareersservice.direct.gov.uk

www.myworldofwork.co.uk (Scotland)

Financial advice

www.moneyadviceservice.org.uk

www.thedebtadvicenetwork.org.uk

www.nationaldebtline.co.uk

www.citizensadvice.org.uk

www.hmrc.gov.uk

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