

**PGSLAW**

GUIDANCE YOU CAN TRUST

Redundancy plan

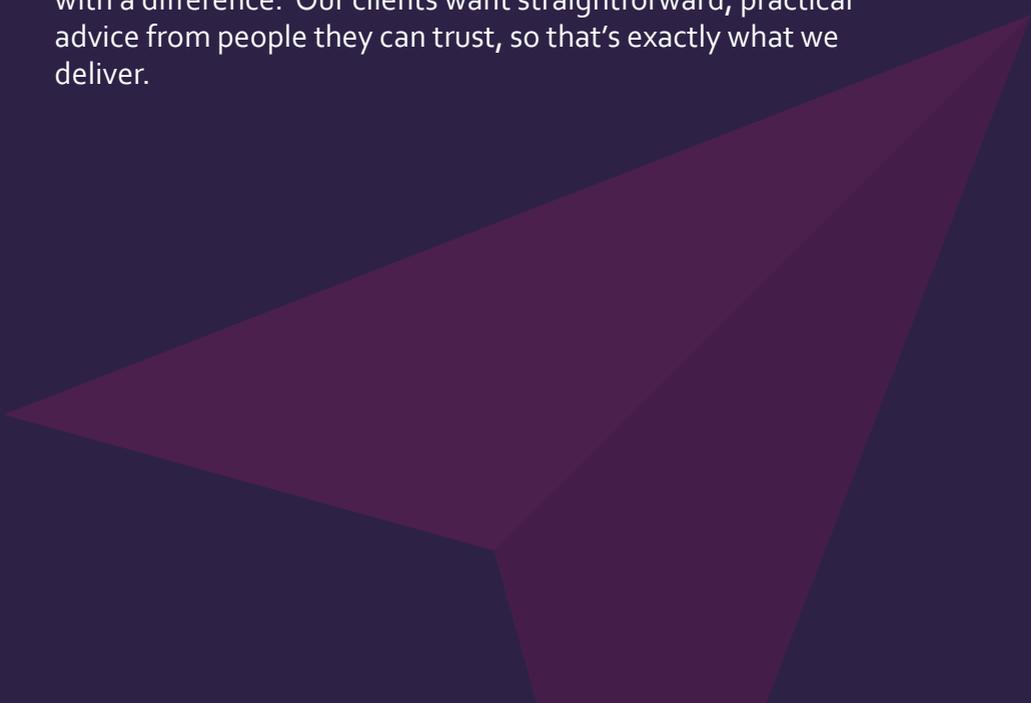
**Redundancy**

# GUIDANCE YOU CAN TRUST

PGS Law is a leading full service law firm, providing expert legal advice to private and business clients.

A modern firm with traditional values, we are based in South Tyneside and have deep roots in the local community. We serve clients from across the North East of England and beyond.

At PGS Law, we pride ourselves on providing a legal service with a difference. Our clients want straightforward, practical advice from people they can trust, so that's exactly what we deliver.



# Redundancy

**Redundancy laws are intended to provide a fair and just framework through which this difficult, regrettable, but sometimes unavoidable, process can be carried out.**

One of the most important aspects of redundancy law is the provision of redundancy pay, which seeks to compensate you as an employee for your dismissal with a tax-free sum that proportionately reflects the length of service you have given to your company, provided you have been working there for more than two years.

Although often used by many people as a catchall for any kind of dismissal, redundancy is actually a well-defined legal term that refers to a specific type of dismissal. Redundancy is when a person is dismissed because they are no longer needed by their employer. Generally, this happens for one of three reasons:

- Complete cessation of your employer's business.
- The shutting down of your employer's place of work.
- Reduction in the number of workers needed to do your job.

According to redundancy law, a redundancy may count as unfair dismissal if unreasonable criteria have been used to select the individual being made redundant. For the redundancy to be fair, your employer must have created a justifiable set of criteria which are used to select the employee or employees to be made redundant (e.g. length of service, skills, qualifications or disciplinary proceedings), and must then apply these criteria rigorously and without bias to all employees being considered for redundancy.

If your employer can be shown to have selected you for redundancy using irrelevant or unjustifiable criteria (such as age, sex, race or disability), then they have clearly not carried out the selection process in a fair manner, and there is every likelihood that the redundancy can be classed as unfair dismissal, for which you can make a claim in the Employment Tribunal. You may also have a claim for discrimination.

If you believe that your redundancy rights are being infringed, or simply wish to know what your redundancy rights are, PGS LAW can provide you with detailed advice.

We set our fees at a competitive level and this enables us to combine the delivery of exceptional service levels with first class guidance and advice throughout.

**For a full breakdown of our charges, or for general guidance concerning any redundancy related issue, please email us at [wjd@pgslaw.co.uk](mailto:wjd@pgslaw.co.uk) or call us on 0191 4560281 and ask for our employment Partner, Bill Dryden.**

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