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Employment relations in a recession

Gill Trevelyan – Head of Good Practice Services

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Why is employment relations so important in a recession?

- How you handle potential and actual redundancies determines future success of business

- Need to pay attention to the before, during and after

Before

- Think long term - strategy
- Manage expectations / set clear direction
- Consult with employees and their representatives

Management does not have a monopoly of knowledge

During (1)

- Fair and transparent selection
- Help to find other work
- Support your managers
- Look after employees' health / wellbeing

During (2)

Sources of help

- Jobcentre Plus rapid response
- Learning and Skills Councils Train to Gain
- Advice on CVs and interview training

After

- Plan for the future
- Be honest with remaining staff
- Keep line management informed
- Send clear message of hope for future

How Acas can help

- Advice on consultation, selection methods and fair procedures
- Training consultative bodies
- Handling difficult conversations
- Support to help maintain employee engagement – survivor syndrome

Further help

- contact your local Acas office
- Call our Help line 08457 47 47 47
- Visit our website - www.acas.org.uk