



REDUNDANCY AND DISMISSALS

Simon Bellm
Partner
DMH Stallard LLP



SOLUTION FOCUSED ANSWERS

SOME THOUGHTS





IT'S ABOUT RISK MANAGEMENT

- **Will rarely be no risk**
- **Don't forget the risks associated with not acting**
- **Identify risk**
- **Evaluate risk**
- **Make a choice**
- **Act decisively**

RECOGNISE WHEN SCALES ARE TIPPED IN YOUR FAVOUR.....

- **ET's can be about process over substance**
- **If in doubt, consult**
- **Business decisions are prerogative of employer**
 - **E.g. need for redundancies**
 - **Pool for redundancies**
- **Range of reasonable responses**



LOOK FOR THE CLAIMANT

- **Who is affected by the decision?**
- **Who will complain?**



MAKE A DIFFERENCE

- **Plan your approach**
- **Enthuse and empower your managers**
- **Be ready to defend your stance**