

Charitable Sector – Case Study

Our client is a medium sized charity who needed support and advice in respect of a fairly substantial restructure. Whilst the client had some internal HR expertise they required input from an employee relations and employment law perspective.

Action:

- As a result of the restructure the number of proposed redundancies exceeded 20, therefore the Charity were obliged to carry out collective consultation.
- In the first instance the employees had to elect employee representatives and hold ballots. Following the election of representatives the Charity began collective consultation regarding their proposals.
- Employees who were at risk of redundancy were put into selection pools and selection criteria was established. Through a series of consultation meetings both collectively and then individually, the Charity had to go through the painful process of selecting employees for redundancy.
- The whole process from start to finish took three months.

Results:

- As a result of following due process and handling the employees that were selected for redundancy in a sensitive manner we were able to avoid any potential tribunal claims.
- We provided hands on support and advice in respect of the process, producing documentation, letters and forms as required. We advised on the legal pitfalls, looked at best practice and also the commercial perspective.
- In using our expertise the client could rely on legally sound advice. In respect of the hands on support we were able to remove some of the emotion and anxiety from the process.