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Redundancy The Law And Practice
Redundancy: The Law and Practice explores redundancy law from a practical but also authoritative and analytical standpoint. Containing sections on redundancy payments, unfair dismissal, and collective redundancies, as well as a number of practical tools, the book is an invaluable resource for practitioners working in the area.

Redundancy: The Law and Practice: Amazon.co.uk! McMullen ...
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Redundancy: The Law and Practice - John McMullen - Oxford ...
Redundancy is a form of dismissal from your job. It happens when employers need to reduce their workforce. If you're being made redundant, you might be eligible for certain things, including:

Redundancy: your rights - GOV.UK
There are limits to how much redundancy pay you can get. You can only get it for up to 20 years of work. This means, for example, that if you've worked for your employer for 22 years you'll only get redundancy pay for 20 of those years. The maximum weekly amount used to calculate redundancy pay is £538 - even if your wage is more per week.

Redundancy rights and pay: Your rights during redundancy ...
Statutory Redundancy pay is set down by law, and is the minimum that employees who have been made redundant can expect to be paid by their employer. The amount of money you will be paid for Statutory Pay depends on several things including (i) how long you have worked for an employer; (ii) your age; and (iii) your weekly pay.

Redundancy Law - The Definitive UK Legal Guide | Being ...
Redundancy - custom and practice Can previous enhanced redundancy payments become contractually binding through custom and practice? Possibly, says the Court of Appeal in *Shumba & others v Park Cakes Ltd*. The Claimants, who had been subject to a TUPE transfer, were dismissed for redundancy.

Redundancy law | Redundancy advice | Redundancy Solicitor ...
Redundancy: The Law and Practice explores redundancy law from a practical standpoint. Containing sections on redundancy payments, unfair dismissal, and collective redundancies, as well as a number...

Redundancy: The Law and Practice - John McMullen - Google ...
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Redundancy: the Law and Practice (3rd edition) | Oxford ...
Redundancy is a special form of dismissal which happens when an employer needs to reduce the size of its workforce. In the UK, an employee is dismissed for redundancy if: The employer has ceased, or intends to cease, continuing the business, or

Redundancy | Factsheets | CIPD
How to make a redundancy plan, consult your employees, select employees fairly and what notice and pay you must give.

Redundancy | Acas
This advice applies to England Your employer has to follow a fair redundancy process if you'll have worked for them for at least 2 years by the time your job ends. You should be invited to at least 1 individual meeting with your employer to discuss redundancy. Apart from your individual meeting there isn't a set process.

Fair redundancy process - Citizens Advice
Best practice. Contracts should be clear and transparent so the individual can understand their rights and what the implications of such a contract means to them. ... for example, redundancy pay ...

Zero hours contracts: guidance for employers - GOV.UK
Under the Law, an employee is unfairly dismissed for redundancy if the reason or principal reason for the dismissal is that the employee was redundant, but it is shown: "(a)that the circumstances constituting the redundancy applied equally to one or more other employees in the same undertaking who held positions similar to that held

CODE OF PRACTICE HANDLING REDUNDANCY
Redundancy: The Law and Practice explores redundancy law from a practical standpoint. Containing sections on redundancy payments, unfair dismissal, and collective redundancies, as well as a number of practical tools, the book is an invaluable resource for practitioners working in the area.

Redundancy: The Law and Practice: McMullen, John ...
Legal background Custom and practice is one of various ways that terms may become implied into an employment contract. In order for a term to become implied by custom and practice it must be, "reasonable, notorious and certain".

Redundancy: The Law and Practice explores redundancy law from a practical standpoint. Containing sections on redundancy payments, unfair dismissal, and collective redundancies, as well as a number of practical tools, the book is an invaluable resource for practitioners working in the area. Now in its third edition, the book has been fully revised and extended to accommodate the extensive changes in legislation that have been implemented since the publication of the second edition in 2001. It considers the effect of the statutory disciplinary, dismissal and grievance procedures in redundancy dismissals following the Employment Act 2002, along with the impact of the Information and Consultation of Employees Regulations 2004, and the Employment Equality (Age) Regulations 2006. It analyzes the wealth of recent case law, particularly with reference to the changes to employer obligations arising from the decision in *UK Coal Mining Ltd v NUM & BACM [2007] (EAT)* and the new rules on collective consultation following *Junk v Kühnel* and *Susie Radin Ltd v GMB*. Including extensive appendices, charts, specimen letters and forms, *Redundancy: The Law and Practice* is an invaluable reference for any practitioner working in the area of employment law.

Aimed at HR Managers and Employment Law practitioners, this book provides readers with an overview of the law underpinning redundancy dismissals, as well as practical guidance on managing the redundancy process. It also gives practical assistance in meeting your organisation's aims of reducing the number of employees, whilst minimising the risk of a successful challenge. The appendices contain template documents for the practitioner to use and adapt. In short this book will give you tips and tactics to ensure successful outcomes. ABOUT THE AUTHOR Philip Hyland has been practising employment law since 1992 and since 2002 in his own boutique employment law firm PJH Law. He is well versed in the law and practice of managing redundancy situations, advising employers for over 25 years on all aspects of redundancy from large scale site closures through to discrete departmental re-organisations. He has appeared as representative at hundreds of Employment Tribunal hearings, a good proportion of which were on claims related to redundancy including: unfair selection, discriminatory selection, redundancy payments and collective consultation. At least two of his redundancy cases have ended up as published precedents.

A current (as of 2019) text set out in question and answer format on employment law and its practical application covering all the key areas in relation to individual employment law for students on law and practice courses who want to grasp the main areas and get an idea of the type of problem question scenarios. This is the second of three volumes on this subject and deals in Part 1 with the law around redundancy. In Part 2 the law around discrimination as it applies to employment..

"This book provides an overview of the relevant legislation regarding redundancy schemes in each of the 27 EU Member States, as well as Russia and Switzerland. Following an introductory chapter describing the European directive regarding mass redundancies, 29 country reports written by one or more experienced employment lawyers from the respective country offer overviews of relevant national legislation and case law regarding timing, information and consultation, risks, and costs, as well as practical legal guidance."--Publisher.

This handbook contains up-to-date information on UK legislation, common law, equity and codes of practice along with other sources such as DTI/Inland Revenue manuals and guides. References to these are included where necessary within each paragraph for ease of access.

Changes in working patterns and technology over the last decade have revolutionised the way we work. More people than ever work in white-collar jobs and are unlikely to organize collectively. Other issues such as careers, the long-hours culture, the global economy, an ageing workforce, and changes in employment legislation have completely transformed the working landscape. This long-awaited fourth edition of the Handbook of Employment Relations, Law and Practice (originally published as the Handbook of Industrial Relations Practice) has been revised to reflect these changes. In this comprehensive handbook, a host of acknowledged experts have been brought together to consider all aspects of employment relations. Topics include: the influence of the EU employment relations and the information society unfair dismissal health and safety pay working time and other employment rights alternative dispute resolution managing the employment relationship employment relations in smaller firms trade unions pay and performance sickness and absence training and development managing change. The Handbook of Employment Relations, Law and Practice is an invaluable source of guidance and practical advice for resolving day-to-day issues that arise in the workplace. Practitioners, students and managers alike will find it an essential tool that they will refer to again and again.

Employment Law in Practice provides full coverage of the substantive areas of employment law likely to be encountered by a lawyer in the early years of practice. Topics covered include unfair dismissal, breach of contract, discrimination, equal pay and family friendly provisions. This manualalso employs sample cases to illustrate how to complete relevant forms, deal with interlocutory stages and use special procedures and record settlements to encourage students to develop and practise their legal skills in an employment law context.

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