

## Making redundancies? Here are ways you can really help. A guide for thoughtful employers.

The most respected and successful organisations are those that understand the value in caring for the wellbeing of their employees. However, when the going gets tough, even the best employers and managers may struggle to know how far they can go in helping valued employees make their journey into, and hopefully out of, redundancy.

This guide is designed to help employers identify ways they can support their valued employees as they start their journey into redundancy, and beyond.

1. **Follow guidance.** At a bare minimum, employers should follow [ACAS](#) guidance on managing redundancy. They should allow those being made redundant time to apply for other work and provide appropriate training.
2. **Have a heart.** Show your valued employees that you care. Choose language and timing carefully and be sensitive to employees' feelings. Remember to be clear on the reasons for making redundancies, to give people hope to find their next opportunity.
3. **Take time to check-in.** Life is busy, but a 5-min call to say hello and check-in on a former employee would go a long way in boosting the employee's confidence and reminding them that the redundancy was not their fault.
4. **Go further where possible.** Employers who work with an occupational health provider will have access to lots of ways to support the employee through this hard time. For those without access to an occupational health provider, simple ways to help include writing a reference highlighting positive attributes, making introductions for potential job opportunities, offering access to counselling, or just a simple email with links and phone numbers of support services.
5. **Keep existing employees' wellbeing front of mind.** Those staying on experience stress from seeing colleagues and friends being made redundant. They will also be part of a changing organisation and might feel uncertain about what the business and their roles will look like in future. For every £1 spent on proactive mental health support services, employers save £5 in absenteeism caused by stress and anxiety. Consider offering counselling or access to occupational health.
6. **Keep existing employees updated.** Make sure there is adequate communication about what is happening and why. There should be opportunities for employees to discuss their concerns with line managers.

