

Redundancy Factsheet

Information for Employers



Department for
Communities
www.communities-ni.gov.uk

Redundancies are challenging for everyone involved.

Department for Communities (DfC) offers a free Redundancy Service offering support and useful information. The service is designed to give both employers and employees support and advice including:

- Helping people facing redundancy to create CVs
- Helping people to search for and find work
- Helping people identify their transferable skills and training needs
- Providing training to help people develop vocational skills
- Providing general information about benefits
- Helping with costs like travel to work expenses
- Providing support to disabled people and people with health conditions and sign posting them to specialist disability employment organisations

The information contained in this factsheet will signpost you to up-to date information for employers.

What support is available for employers?

DfC offers a free Redundancy Service to help you and your employees through the process of redundancy. This service supports employers and employees as soon as people are 'at risk' of redundancy or during the period of notice. DfC can provide a tailored package of support through a network of partners, at no cost.

For more information, email:
dfcemployerservices@communities-ni.gov.uk

Useful information

nibusinessinfo.co.uk

This free information service offered by Invest Northern Ireland, is the official online channel for business advice and guidance in Northern Ireland.

Visit:
<https://www.nibusinessinfo.co.uk/content/redundancy-options>

HM Revenue & Customs (HMRC)

HMRC can provide advice about forms you must complete when your employee leaves employment and help to calculate any PAYE and national insurance in your final payments to them.

Visit:

<https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses>

Labour Relations Agency (LRA)

LRA provide an impartial and confidential employment relations service to those engaged in industry, commerce and the public services.

Visit:

<https://www.lra.org.uk/>

The Insolvency Service

They can give you advice about alternatives to bankruptcy and information about other options to compulsory liquidation.

Visit:

www.economy-ni.gov.uk/topics/insolvency-service

The Federation of Small Businesses (FSB)

Offers members a wide range of vital business services including advice, financial expertise and support

Visit:

<https://www.fsb.org.uk/>

Northern Ireland Chamber of Commerce

Northern Ireland Chamber of Commerce is committed to customer service and the commercial success of its members.

Visit:

<https://www.northernirelandchamber.com>

Universal Credit

If you need more information as an employer about Universal Credit

Visit:

<https://www.nibusinessinfo.co.uk/content/universal-credit>

Money and Pensions Service (MaPS)

After employment law procedures have been followed, MaPS can support Employers to prepare their workers for leaving the business, with money and pension guidance information.

Moneyhelper

For free impartial money and pensions guidance. To discuss a bespoke delivery service for your business for example articles from www.moneyhelper.org.uk contact MaPS partnership manager

Visit:

<https://www.moneyhelper.org.uk/en>

Email:

Margaret.McCloskey@maps.org.uk

Disability Employment Services

If you have employees with a disability or health condition and need advice, contact Northern Ireland Union of Supported Employment (NIUSE).

For more information, email:
info@niuse.org.uk

or Phone:

0044 (0)2871377709

■ This factsheet is available in different formats.

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