

## Redundancy Help from Uttlesford Frontline

Job loss through redundancy confronts more and more of us in these uncertain times. And even if it comes as no surprise, its impact cannot be underestimated. More often than not, there will be severe financial consequences, an inevitable blow to self esteem and of course the million dollar question of What Next?

Redundancy is an extremely complex issue, and while employers have a legal obligation to follow correct procedures it is always advisable to make sure you fully understand all the in's and out's of what is happening and are satisfied that your employer is fully compliant with the law.

For instance if you decide to accept an offer of 'suitable alternative employment' within your organisation, your employer is obliged to offer you a four week trial period without affecting any of your statutory rights. And if there is a suitable alternative job which is not offered to you, then this could be classed as unfair dismissal by an employment tribunal.

If in doubt or unclear about any aspect of the redundancy procedure, then trusted organisations such as Citizens Advice can help. In addition to employment issues, it can also advise on the inevitable money problems that accompany redundancy and with identifying and applying for available benefits as well as how best to handle debt problems..

Finding new employment is a challenge for anyone facing redundancy. Today's jobs market is highly competitive and you may feel you lack the necessary skills for success. Practical help with job search, CV writing, application letters and interview techniques are offered free of charge by The Transition Project in Saffron Walden and the new Employment Support Scheme from the CVSU (Council for Voluntary Service Uttlesford). Their volunteers are trained in negotiating the complexities of the job-seeking market.

Details about all these services plus more information relating to redundancy are instantly accessible from Frontline. This is **your** comprehensive online library of local resources giving you **direct access to specialist organisations** that can provide help with many of life's problems - in most cases with the opportunity to self refer

In addition Frontline has compiled a comprehensive 7-page fact sheet **"Preparing for Redundancy"** (with full contact details) downloadable free of charge.

Visit [www.uttlesfordfrontline.org.uk](http://www.uttlesfordfrontline.org.uk)