

# Dealing with Redundancies

Dates: 19<sup>th</sup> September 2019

Course Code: WM/19/041

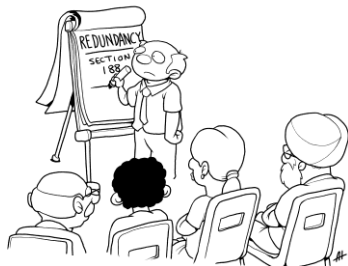
Times: 9.30am – 4.30pm

Venue: UNISON Regional Centre

Across public services jobs are under threat. Strong union organisation is the best defence, but sometimes this is not enough. Therefore union representatives need to be familiar with the legal requirements on employers when they are proposing job cuts, and to consider alternatives to redundancy.

This workshop will cover:

- The extent and limitations of redundancy law;
- Legal rights to consultation;
- Time off to look for alternative employment;
- The impact of Public Sector Equality Duties;
- Alternatives to redundancy.



**Please note that there will be a £15 branch fee per delegate charged for attendance on this UNISON course.**

## HOW TO APPLY

1. Complete this form and get it signed by your Branch Secretary or Branch Education Co-Ordinator
2. Return it, by the closing date, to:  
UNISON West Midlands, 24 Livery Street,  
Birmingham, B3 2PA or email to  
[learning@learninunisonwm.org.uk](mailto:learning@learninunisonwm.org.uk) by 29<sup>th</sup> August

Course places are not allocated until the closing date and applicants should not make travel arrangements etc. until they receive confirmation of their place from Region. We can only accept email applications when they are sent by your branch secretary and convey all the information requested on the form.

We use this information to add your name to the training database for this event and to update your membership details

**Membership No.**

**Last Name:**

**First Name:**

**Your home address:**

**Postcode**

**Phone number (day time):**

Gender is used to ensure equal access to all gender groups

Female  Male  Other

Details of the course will be sent by email so please give the one most likely to get through

**Email**

Note – some employers have firewalls that block our emails so a personal email address would be preferable if you have one.

We use this information to ensure equal access to all branches

**Your Branch:**

Entered on AMT: \_\_\_\_\_

Course info sent: \_\_\_\_\_

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**Please note that we use your name and branch on the course register which is provided to all participants and the tutor in the course pack.**

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**This information tells us if you have any specific requirements that will help you to fully participate in the course.**

If you have access or learning support requirements, tell us here (For example: dietary requirements, Large print, hearing loop, mobility issues that would require help in a fire evacuation situation):

For more information on how UNISON uses your personal data, please go to: [www.unison.org.uk/privacy-policy](http://www.unison.org.uk/privacy-policy)

### **Declaration and signature**

The information supplied in this application form is accurate to the best of my knowledge.

Applicant's signature: \_\_\_\_\_ Date: \_\_\_\_\_

### **This section must be completed by the Branch Secretary or Education Co-Ordinator:**

The course applicant should arrange this. (Applications cannot be accepted unless the branch has approved)

This application is supported by the branch

Signature: \_\_\_\_\_ Print Name \_\_\_\_\_

Branch Position: \_\_\_\_\_

Date: \_\_\_\_\_

**Any information given will be treated in the strictest confidence and will only be used for the purposes stated on the form. This form and any attachments will be securely stored and destroyed after one year.**

## **ACTIVIST EDUCATION TRAINING - EQUALITY MONITORING**

**Your co-operation in completing this questionnaire would be appreciated.**

This information is gathered so that UNISON can monitor and evaluate participation. We appreciate the categories below are limited, but within these constraints, please answer the questions that apply to you. All questions are optional. Some may have multiple answers.

**All information will be treated in absolute confidence.**

**How would you describe your ethnic origin?**

- |                                      |   |   |                                   |
|--------------------------------------|---|---|-----------------------------------|
| <input type="checkbox"/> Asian UK    | <input type="checkbox"/> Asian Other          | <input type="checkbox"/> Bangladeshi          | <input type="checkbox"/> Indian   |
| <input type="checkbox"/> Pakistani   | <input type="checkbox"/> Black African        | <input type="checkbox"/> Black Caribbean      | <input type="checkbox"/> Black UK |
| <input type="checkbox"/> Black Other | <input type="checkbox"/> Black mixed heritage | <input type="checkbox"/> Chinese              | <input type="checkbox"/> Irish    |
| <input type="checkbox"/> White UK    | <input type="checkbox"/> White Other          | <input type="checkbox"/> Other mixed heritage |                                   |