



POLICY

# Redundancy policy (CP.008)

**VGC Value** – “We achieve potential” - Expertise and ethics underpin our business

## Vision

VGC Group will never lightly take any decision to dismiss someone by reason of redundancy and we aim to keep this to a minimum where possible by seeking to offer an individual at risk of redundancy, firstly the opportunity to redeploy and retrain where appropriate whilst ensuring we maintain an individual's wellbeing and self value.

We will handle redundancy and redeployment discussions with care, consideration confidentiality and by taking all reasonable steps to ensure that decisions about redundancy are consistent and non-discriminatory.

## Strategy

Your post can be made redundant if the business that employs you closes down, or closes down at the location where you work, or if there is no longer a need to employ someone (or to employ as many people) in the business to do what you do.

The company will always look for alternatives to redundancy such as redeployment, retraining, short time working, recruitment restrictions, reduction in overtime and cost-cutting in other areas.

If redundancies cannot be avoided the company may ask for volunteers for redundancy. We will keep the number of compulsory redundancies to a minimum.

If the need for compulsory redundancies arises, the selection of employees will be in accordance with objective criteria, and there will be consultation with employees, or elected representatives throughout the redundancy process. Employees will be notified at the earliest opportunity about the potential redundancy situation and of the company's proposals.

Subject to a statutory qualifying period you may be entitled to statutory redundancy pay.

Signed

Dated: 31 March 2023

Ciara Pryce  
Chief operating officer

*This policy confirms the commitments of all members of the VGC Group including VGC Labour Solutions, VGC Projects and VGC Personnel*

## Related Information



KNOWLEDGE

Industrial relations  
(3.HR.004)

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20 November 2022

## Owner



**Ciara Pryce**

Chief Operating Officer