



Northern Ireland

## Employment Fact Sheet: Redundancy

### What is redundancy?

Redundancy means that you are sacked because your job is no longer needed. This can happen if the business:

- goes bust
- closes down
- moves to another area
- has changed the way it does things.

If you're told that you are being made redundant, but think that none of the above circumstances apply, it may be that the dismissal is unfair. If you think this has happened, you could get compensation and you should get advice. You can get advice from your trade union, if you belong to one. There are time limits and procedures you have to follow to get compensation for **unfair dismissal** so don't delay before you get advice.

### Deciding who to make redundant

When employers are choosing who to make redundant, they must make the decision in a fair way. They mustn't **discriminate** against anyone. For example, they aren't allowed to choose you for redundancy because of your age. However, they are allowed to take into account how long you've been working for them. If you think you have been unfairly chosen for redundancy, get advice.

### Offering you another job

Your employer might offer you another job instead of making you redundant. This has got to be suitable for you and there are rules about what would be considered suitable. You could lose out on redundancy pay if you turn down a suitable job so get advice if you are thinking of doing this.

FACTSHEET

Notice of redundancy When your employer makes you redundant, they must follow certain pro

If you have the right to a redundancy payment but your employer doesn't give it to you, you'll ha

**Further help Citizens Advice Bureau Citizens Advice Bureaux give free,**

**Contact Details:**

Citizens Advice, 46 Donegall Pass, Belfast, BT7 1BS

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