

Security of Employment Policy Statement

George Law recognises that security of employment is a factor of major importance to its employees. Efforts will always be made to avoid implementing redundancies and to provide continuity of employment.

George Law recognises however that security of employment cannot be guaranteed.

Where it becomes necessary to reduce employee numbers, George Law will attempt to minimise the effect on those concerned and give consideration to all available duties and other employment as an alternative to redundancy.

Before any decision is taken to reduce employee levels and implement redundancies, George Law will consider: -

- The reason or reasons for requiring a reduction in employee numbers
- The steps which could be taken to avoid any reduction in employee numbers (e.g. reduction in other unrelated reliance on contract or agency workers and restricted recruitment)
- The impact any reduction in employee numbers may have on the working duties of other employees
- The number of employees of any category or description employed (whether generally or by work location)
- The numbers and categories of employees whose positions may no longer be required
- The basis of, or suggested method of selection
- The timescale over which any reduction in employee numbers will take place
- Options and opportunities for alternative employment as a means of avoiding or mitigating compulsory redundancies

Where it is proposed that the positions of 20 or more employees working at the same location or establishment may be regarded as redundant within a 90 day period, George Law will follow the collective consultation procedure. Whether or not this is the case, George Law will always follow the individual consultation procedure.

Signed:



G. Little

Director

1st January 2016
