

Redundancy Policy & Practice Report 2009

ISSUE: Many organisations in Australia are considering or have already made redundancies in response to worsening global and local economic conditions.

The Hewitt CSi Redundancy Policy & Practice Report acts as a benchmark and guide to best practice for those organisations currently considering or undertaking redundancies.

This report provides key information on the legislative requirements for employee redundancies; the policies organisations have in place; and market practice for undertaking redundancies. Specifically, it covers:

Legislation

- Employers' obligations under State and Federal legislation

Policy

- How organisations have developed their redundancy policies
- Whether provisions are in place for employees above the statutory minimum
- What changes to redundancy policy organisations are planning

Market Practice

- Common measures used to avoid or prevent redundancies
- Statistics on prevalence of redundancies by geography and by job family for the past 12 months and forecasts for the coming 12 months
- Selection criteria organisations are using to mark positions for redundancy
- Determining redundancy packages including notice periods, calculation of severance pay and provision of services such as outplacement
- Communicating redundancies and company restructures within the organisation

Further information

Please contact Shannon Dooley shannon.dooley@hewitt.com or Giles Rhodes giles.rhodes@hewitt.com or phone +61 (0)2 8440 6500 if you have any queries.

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