

Introduction to redundancy and managing change

Gone are the days when someone could stay in the same job from school leaving age until retirement. And gone are the days when someone could learn a trade at 16 or 18 and then use it until they were ready to retire. Today we live in a constantly changing environment, with ever changing pressures and endless new challenges. As a result, in the workplace, both significant changes to how roles are structured and also dismissals on grounds of redundancy, are often just a day to day occurrence.

One problem though is that so many staff (and also managers) in the UK tend to fear, rather than get excited or enthused by change! Also, it has been observed by us seasoned Jaluch cynics that many managers desperately lack confidence with managing change in the workplace - driven partly by their own lack of skills and/or experience but also, partly as a result of their concerns given the complexity of current employment law that overshadows virtually every decision a manager might make.

