How to survive redundancy – Tom’s Top Tips!

Redundancy can be one of life’s more traumatic events. Many of us experience it, possibly more than once, sometimes repeatedly. For a lucky few individuals redundancy can mean a big payment and chance to start afresh with capital to realise dreams and ambitions. For the most, redundancy can be a disaster and knock you sideways, with panic at the prospect of applications, interviews and rejection. In the vast majority of situations, the reasons behind the redundancy are above and beyond those at risk.

So, we caught up with Tom (pictured), who was recently made unemployed and he provided us with his top tips for getting through the redundancy process:

1 – Read your contract

Your employee contract may give you specific rights when it comes to redundancy – find it, read it, ask about it. You have statutory rights that everyone has but your contract may
guarantee other rights too.

2 – Understand the process

There is a wealth of information available online, primarily the .Gov site. It is really important to read and understand this information. If you have questions, make sure you ask them...

3 – Speak to your managers

Find out what they know and get information. It is completely normal to feel anger and resentment towards those seen to blame for the situation, which may lead to hostility in exchanges. It is important to put these feelings to one side so you can receive as much information as possible. If you feel you’re being treated unfairly, raise it, if you don’t get a good enough answer ask someone else – ACAS Helpline is a free, confidential advice service.

4 – Get support

It is really important to know that you don’t have to deal with everything on your own. Redundancy can be a terrible experience, so don’t be afraid to reach out to your nearest and dearest. Many companies will also offer a confidential support service. If your company doesn’t, there are organisations you can contact, such as the Citizens Advice Bureau.

5 – Use your contacts

Speak to friends, colleagues and other companies you have links with. Ask about the potential career opportunities through your network, or even just ask people to look out for vacancies. Don’t have many contacts? Make some! Call agencies and make appointments – if you can go in and speak to someone face-to-face it is often more effective than just emailing a CV.

6 – Take all the help!

If your company offers help and support for job searches, CV writing, interview skills, anything... take it! If they offer work trials in other departments or parts of the company, take them! Everyone benefits from a refresher, especially if it has been years since you last had to think about your CV or even how to search for a new position. If no specific help is offered, your local Job Centre Plus can offer assistance and make referrals.

And of course, you could sign up to Open Doors, our new support programme available across West Yorkshire and some neighbouring areas. We can provide one-to-one CV guidance, interview skills, job search, help with the application process... everything, including sourcing jobs and interviews through our national recruitment team.
Visit Open Doors to find out more or call a member of our team on 0333 444 2770 or email Yorks.Doors@interserve.com