

RetailLawBCLP

COVID-19 REDUNDANCY ISSUES: HR FREQUENTLY ASKED QUESTIONS IN MULTIPLE JURISDICTIONS

Jun 02, 2020

We understand that our clients and contacts will be addressing complex redundancy issues related to COVID-19 in multiple jurisdictions. BCLP, together with our local counsel friends, have produced a global Q&A document covering 40 jurisdictions. We cover questions around dismissals, compensation, collective consultation and alternatives to redundancy.

Please download our global Q&A document [here](#).

The document covers the following questions:

- Is there any legislation, order or mandate prohibiting an employer from dismissing an employee in circumstances where the employer has obtained the benefit of Coronavirus government support?
- Does an employee with a qualifying period of employment have any statutory protection against redundancy dismissal?
- What redundancy compensation is payable to an employee who is dismissed by reason of redundancy?
- Should an employer take into consideration a Coronavirus government support scheme before dismissing an employee?
- Are employers subject to separate collective consultation obligations?
- If an employer is subject to collective consultation obligations, is there any defence for a failure to comply?
- If an employer is subject to collective consultation obligations, what is the sanction for a failure to comply?
- What alternatives to redundancy dismissal are open to an employer?

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