



**Business
Support**
COVID-19

Redundancy plan

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REDUNDANCY, RESTRUCTURE & CHANGE FACTSHEET

FOR EMPLOYERS

armaghbanbridgecraigavon.gov.uk

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**Armagh City
Banbridge
& Craigavon**
Borough Council

Redundancy plan

Armagh City, Banbridge and Craigavon Borough Council understands that some of our local businesses are having to make difficult decisions about their future and that of their employees.

We've gathered some information to help local businesses to assist with the possibility of redundancies, restructure and change, which may be of help to you at this challenging time. We also have a complimentary factsheet which you can share with your employees which can be found at www.armaghbanbridgecraigavon.gov.uk/wp-content/uploads/2020/09/Redundancy-Factsheet-for-Employees.pdf

Business Support

There is a wide range of support to help businesses on topics including HR advice, redundancy, restructures and change. Key places to access free support are listed below.

Department for Communities Redundancy Service

The Department for the Communities offers a Redundancy Service to help employers and employees through the process of redundancy.

The Department can help by planning, coordinating and delivering a support package tailored to a company's individual redundancy situation. There is no cost to employers to avail of this service. For further information, please go to: www.communities-ni.gov.uk/redundancy-service

Council Support

ABC Business Support Hub

The Business Support Hub has been specifically designed to help local businesses recover and grow. With free and independent advice from experienced mentors, the Hub can help your business with up to 40 hours of mentoring in areas including HR advice, restructuring and change. For more information or to apply visit:

www.armaghbanbridgecraigavon.gov.uk/abcbusinesssupporthub 028 3831 2571

Redundancy Support

Redundancy, restructure and change

To make changes to employees' terms of employment, buying or selling your business or having to make redundancies, for further advice contact the services below.

Labour Relations Agency Workplace Information Service

The LRA has developed a range of free online resources including practical advice on the Coronavirus Job Retention Scheme and useful webinars on the topics of redundancy and what you need to know about varying a contract of employment. To find out more please go to www.lra.gov.uk or 03300 555 300

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NI Business Info: NI Business Info is a free service offered by Invest Northern Ireland and is the official online channel for business advice and guidance in Northern Ireland. The service includes a wide range of support on the topics of redundancy, restructures and change. For more information please visit:

www.nibusinessinfo.co.uk/content/redundancy-restructures-and-change

Community Advice

Provides free and confidential support and advice for businesses, including advice on employment rights. For more information please contact:

Armagh:	028 3752 4041	donna.morris@communityadvicearmagh.com
Banbridge:	028 4062 2201	advice@cabanbridge.org.uk
Craigavon:	028 3836 1181	enquiry@advicecraigavon.com

Financial Support

Government Coronavirus Job Retention Bonus (CJRS)

The government is introducing a new Job Retention Bonus to provide additional support to employers who keep on their furloughed employees in meaningful employment, after the government's Coronavirus Job Retention Scheme ends on 31 October 2020. The Bonus is a one-off payment to UK employers of £1,000 for every employee who they previously claimed for under the CJRS scheme, and who remains continuously employed through to 31 January 2021.

Eligible employees must earn at least £520 a month on average between 1 November 2020 and 31 January 2021. Employers will be able to claim the Bonus after they have filed PAYE for January and payments will be made to employers from February 2021.

For further information, visit: www.nibusinessinfo.co.uk/content/coronavirus-job-retention-bonus

MORE DETAILS ABOUT THE CLAIMS PROCESS WILL BE PUBLISHED BY THE END OF SEPTEMBER 2020.

Staff Training and Development

Staff training is essential for every business. Employees are one of a business's most valuable assets. To search for all training support visit: www.nibusinessinfo.co.uk/content/training-your-staff

Southern Regional College (SRC): Is able to support local businesses with their training needs. Programmes include:

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• **Assured Skills Programme** - providing funding to companies to develop pre-employment training programmes with SRC to recruit employees. These bespoke training academies ensure that those who graduate are 'job ready' to work in the company.

• **The Skills Focus Programme** - developed to increase the skills levels and employability of employees within the existing workforce. The programme also allows a tailored training solution for SMEs to upskill their staff.

For more information contact betterbusiness@src.ac.uk or call 028 38 39 7778.

SRC Training Brochure www.src.ac.uk/business-support/growing-your-business/skills-focus

The Open University: Offers a wide range of free training for businesses in partnership with Invest NI in 3 core areas:

- Leadership and management
- Entrepreneurship development
- Digital skills

For more information: www.open.edu/openlearn/money-business/online-training-support-businesses or email ireland-business@open.ac.uk

Employment Support

Ambition to Employ Programme: Aims to develop a new training model to enable self-employed owner/operators to hire their first employee with knowledge, ability and confidence.

For further information, visit: www.bdeonline.com or call 028 40 66 2260.

Armagh City, Banbridge & Craigavon Borough Council contact information

To keep up-to-date with information and business support available please visit:

www.armaghbanbridgecraigavon.gov.uk

Facebook /armaghbanbridgecraigavon

Twitter /abcb_council

LinkedIn investinabc.com/linkedin

0300 0300 900 or 028 3831 2571

economicdevelopment@armaghbanbridgecraigavon.gov.uk

To sign up for the Economic Development newsletter visit:

www.armaghbanbridgecraigavon.gov.uk/business/sign-up-for-business-e-newsletter