

Redundancy background information

Under the Employment Rights (Northern Ireland) Order 1996 (Amended 8 October 2006) companies are only legally required to notify the Department of impending redundancies of 20 or more employees.

Redundancies - overview

While the figures provided are likely to be an underestimate of total job losses, it is not possible to quantify the extent of the shortfall.

Subject to the criteria mentioned above, employers must tell the Department of:

- redundancies proposed
- redundancies confirmed

Since all proposed redundancies do not actually take place, the confirmed total provides a better indication of real job losses.

Proposed redundancies are notified to the Department using the Advance notification of redundancies form HR1. Redundancies do not necessarily equate to job losses, for example, employees who do not qualify for a redundancy package, those on temporary contracts, will not be incorporated into the redundancy figures.