

Coping with a job redundancy



While life may be slowly getting back to 'normal' for some of us, the financial impact of lockdown continues for many. A significant number of households have been dealing with a reduction in income while on furlough and some now face further loss of income through job redundancy.

Whether it was a complete surprise or something that was expected, facing redundancy can be a difficult time emotionally and might bring up feelings of shock, denial, anger and worry. It can impact a person's self-confidence and wellbeing.

Whatever the circumstances, it's important to remember that it isn't personal or anyone's fault. The person is not being made redundant the job is. We've put together four key considerations to help you, if a loved one is facing redundancy.

1. Gather information

Redundancy can often come as a shock. It may seem obvious, but one of the first things to do is learn as much as possible about the situation. It's important to check pay and notice entitlements and get clear on the financial side, seeking advice if needed.

A good starting point might be GOV.UK which has the latest government information on [redundancy and your rights](#). There is also an online guide available on Citizens Advice about [preparing for after redundancy](#).

2. Use all resources available

Make the most of any employer support that is offered. This might be access to professional services like career counselling, resume writing and interview preparation and/or time off to interview for new roles.

Look into government resources like the [Jobcentre Plus Rapid Response Service](#). This service can help jobseekers to write CVs and find jobs, find information on benefits, find the right training and learn new skills, organise work trials (if eligible), get any extra help at work if disabled.

Reach out to professional networks to identify new opportunities. While it might seem daunting to tell people about a redundancy, it's important to remember there is nothing to be ashamed of. People face redundancy at all career levels, from interns to senior management. Chances are that many members of your networks will have experienced redundancy themselves, or know someone who has, and will be sympathetic to the situation and be able to offer support or open up new opportunities. Make sure [LinkedIn](#) and any other professional networking sites are up to date.

3. Manage your money

Revisit the household budget as it's important to understand your household spending today. Once you know that, it's much easier to work out your current priorities and figure out ways you can adjust your budget. The Money Advice Service has an online [Out of Work Checklist](#) which provides help to get on top of your finances.

If your loved one receives a redundancy payout, it's important to consider the options for managing any lump sum. Some suggestions might include saving, investing or even adding to your pension pot. Everyone's situation is different, an independent financial adviser (IFA) can help if you need advice. The Financial Conduct Authority (FCA) have tips on [how to find an IFA](#).

When leaving employment, it's important that pension providers have up to date personal information - address, phone numbers, personal email addresses - so they can stay in touch with important account information.

4. Look after yourself

Redundancy can impact the person who is being made redundant as well as the people close to them. We all know the potential impact of stress on our physical and mental wellbeing and it's more important than ever to keep up healthy habits while navigating through difficult times.

Be mindful of your choices, cook and eat as healthily as you can. It can be comforting not only to take care of yourself, but your family as well. Exercise can also be great for your wellbeing. Take a look at the NHS list of [10 stress busters](#) for some ideas on managing stress.

Maintain personal relationships and talk to the people closest to you. Schedule some regular face-to-face catch ups and stay connected by phone and email and use video tools like [Zoom](#).

Stress is very real and if you find it impacting your health or relationships, or you've tried to reduce it without success, consider calling your doctor. You may be able to use online tools from the NHS or mental health charities such as MIND.

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