

STRONG DEMAND FOR REDUNDANCY REPORT

Tuesday 8 October, 2002: A report examining the redundancy policies and practices of Australian organisations has been in strong demand, signalling that cost reductions and redundancies remain a prime concern for many organisations.

The *Redundancy in Australia 2002* report, produced by remuneration specialists Classified Salary Information Services (CSi) and involving a survey of 130 Australian organisations, has attracted the interest of more than 50 organisations. The report details the redundancy policies and practices specific to different industry sectors in the Australian market.

With companies like Vodafone coming under scrutiny for their 'bare statutory minimum' retrenchment payments and some facing class action by retrenched employees, it is little wonder that such information is in demand according to CSi remuneration and benefits team leader Caroline Hill:

"There has been a lot of fuss lately around those organisations adhering only to the statutory guidelines. Companies are being taken to court by their former (retrenched) employees, due to the fact that industry practices need to be more generous."

Despite the resilience of the Australian economy in a depressed global economic environment and the implementation of proactive strategies by companies to avoid redundancies, the popularity of the report is also an indication that redundancies are not off the corporate agenda, yet:

"The interest in the report indicates to me that people are wanting to equip themselves with information that they think they may need to use in the near future," says Hill; "Or, at least,

information they will need to be able to answer the questions being raised by those wanting to undertake redundancies and who need to know what it will cost the organisation.”

According to Hill, those people wanting information about the report have been interested in topics such as average severance pay entitlements and average workforce reduction levels.

CSi recommends that organisations review their redundancy policies and source reliable information about the best practices in the market – to ensure retrenched employees are treated fairly and to avoid damaging publicity.

ENDS

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Above: Caroline Hill

JPEG picture file

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