



## Funding cuts and employment – do you need to let people go?

Over the past 3 months Manchester Community Central has had a significant increase in enquiries relating to employment issues. We've asked Clare Cooper, HR Consultant to put together some points for consideration.

The economic downturn has forced many organisations across the UK to make some difficult decisions in recent times. The recession has resulted in funding cuts for many employers which has had a huge impact on both their services and their workforce.

A significant number of organisations have been forced to cut or reduce their services and projects which, in turn, has resulted in a reduced need for employees. Making these types of decisions can cause a great deal of anxiety and it can be a challenging time for any organisation.

To lessen the stress and ensure peace-of-mind it is essential that employers increase their understanding of current employment regulations and ensure that they follow the correct procedures.

Many organisations are used to relying on short-term funding but are less accustomed to the potential risks of terminating employment or making changes to terms and conditions. Unfortunately a badly handled situation could ultimately lead to claims made through the Employment Tribunal, which will only add to the employer's stress levels and overall financial difficulties.

To read Clare's full article, visit:  
[www.manchestercommunitycentral.org](http://www.manchestercommunitycentral.org).

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### Training

In addition to the above article GMCVO in partnership with Roots HR are hosting a specific training workshop **Managing restructures and redundancy in your organisation**.

The session will look at ways to minimize the impacts of downsizing and where redundancy is inevitable, help to create a lawful process tailored to the culture of your organisation.

For further information contact GMCVO, on 0161 277 1000, or visit: [www.gmcvo.org.uk/gmcvotraining2](http://www.gmcvo.org.uk/gmcvotraining2).

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### **Free HR Support**

Roots HR are offering charities, voluntary and community groups, social enterprises and any other civil society organisations 1 hour of free Human Resources Consultancy Support.

You can use your free hour to:

- Discuss people management challenges at the individual, team or organisational level
- Check out proposed approaches to projects, initiatives and change and consider options
- Take advice and consider options and risks with regard to people management situations
- Check out the wording of letters or documents you propose to send out

Vouchers can be downloaded from their website: [www.rootshr.org.uk](http://www.rootshr.org.uk).