Employment Rights Act 2025

Collective redundancy consultation – reps' checklist

Here's how you can do to make sure your employer complies with the consultation duty.

1. If redundancies are announced, start building the organisation-wide picture

- ☐ Request written information from your employer on all proposed redundancies across the organisation over the 90-day period – not just in your workplace.
- ☐ Talk to reps and members in other sites and departments about job cuts they've heard about.
- ☐ Keep a running tally of job losses and dates in your site/department and others.
- ☐ Once set, check regularly if the organisation-wide legal threshold has been reached.

2. Negotiate for good practice now

- ☐ Remind your employer about the doubling of the maximum protective award and push for longer, and better consultation.
- ☐ Keep detailed records (timelines, information received, meetings, proposals) so you can evidence failures and support protective award claims if needed.
- ☐ Ask your employer to agree to an organisation-wide trigger as good practice now, before it becomes a statutory requirement in 2027.

3. Challenge drip-feeding of job cuts

- ☐ If cuts are announced in small chunks, formally ask your employer to treat them as one collective exercise and to commence consultation.
- ☐ If your employer ignores or refuses, raise the issue with your union officers.