

Staff Representatives – FAQ

What does a staff representative do?

The role of staff representatives in the context of a redundancy exercise is to represent the views and opinions of their constituent employees in the information and consultation process. They are required to represent the interests of all the affected employees, not just their own interests, and should take reasonable steps to ensure that the views of the affected employees are taken into account by the employer as part of the consultation process.

The employer must disclose certain information to the representatives, and consultation must include consideration of ways of avoiding the dismissals, reducing the number of employees to be dismissed and mitigating the effects of the dismissals. Consultation must be undertaken 'with a view to reaching agreement' with the employee representatives.

Will I be given time while at work to do staff representative work?

The employees must be given access to the affected employees and afforded such accommodation and other facilities as may be appropriate for that purpose. They have a statutory right to reasonable paid time off to perform their functions.

What is the aim of consultation meetings?

The aim of the consultation meeting is to discuss ways of:

1. avoiding the dismissals;
2. reducing the numbers to be dismissed; and
3. mitigating the consequences of the dismissals

If I'm chosen - how long will I be a staff representative for?

For the duration of the redundancy consultation process as a minimum