

## Alternatives to retrenchment

With the decrease in business for most companies, the first thought that often comes to mind is retrenchment. There are however other options that should be considered before embarking on this final and drastic step.

Leslie Anne Bennett of LABER provides the following alternative solutions:

- Mutual termination of the employment relationship
- A reduction in working hours
- A reduction in working days per week
- A reduction in salary
- No overtime
- Voluntary retrenchment
- Consulting in good faith and seriously considering alternatives proposed by employees

“Applying the above alternatives is well worth considering as they are extremely good for morale, in that the majority of employees are not subjected to the stresses and strains of potentially losing their jobs, and the numbers are reduced with minimum disruption to the workplace.”

“It should also be noted that employees that are retrenched are the first in line should their positions become available again, for a minimum period of three months after their departure. Be warned therefore not to use retrenchment as a tool for getting rid of the problematic employee, as he may return sooner than you think!”

According to Bennett, “consulting in good faith” may sound a bit clichéd, but very often employees come up with interesting and workable solutions, which management may not have considered.

“Most retrenchments potentially affect an extended family, so before you retrench, rethink and reconsider,” concludes Bennett.

For more information, contact Leslie-Anne at LABER on 011 884 2725