

Our Experience

ACCESS Programs has been providing counselling since 1989 and we have helped many thousands of people effectively deal with problems at home and at work.

All of our counsellors are highly qualified and experienced.

Visit our website

Visit our website for information, links and tips covering a wide range of topics.

www.accesspl.com.au

Contact ACCESS Programs for confidential enquiries and appointments

In Australia call **1800 81 87 28**

In New Zealand call **0800 327 669**

In Other Countries dial your country code followed by **800 5004 0000**

ACCESS
PROGRAMS



EMPLOYEE ASSISTANCE PROGRAMS



ACCESS
PROGRAMS
AUSTRALIA

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DEALING WITH REDUNDANCY

1300 66 77 00

www.accessprograms.com.au

Initial reactions



Dealing with your emotions Hearing that your role is redundant is often a shock, even if you have suspected it was a possibility. The news causes a range of reactions, including anger, guilt, shame, sadness and fear.

However, you need to balance handling these emotions with the need to be practical and proactive in seeking new employment as soon as possible.

You are not alone In the modern workforce, most people will experience a redundancy at some point in their career. Remind yourself of this if you are ever tempted to feel a misplaced sense of shame or embarrassment.

Don't take it personally Redundancy is not about your personal performance, but about your company responding to the current economic conditions. It is simply a business decision, and future employers will understand this.

Sometimes it is hard to accept that there are aspects of life we cannot control, and yet we can control how we respond to what life brings.



Your emotional health now

Acknowledge to yourself, and family and friends how you are feeling. This can be a time to reflect on the importance of relationships in making life worthwhile, rather than the temptation to feel self worth only from paid employment.

Don't dwell on negative thoughts, especially imagining worst case scenarios about the future. When you hear thoughts pop into your head that are full of doom and gloom, take control of your thinking and remind yourself to live one day at a time. Focus on "What must I do now" rather than the "What ifs".

If you feel stressed or are having trouble sleeping, use relaxation techniques- buy a muscle relaxation CD and practice slow, deep breathing.

Look after your body. Go for walks or play your favourite sport. Eat regularly and well, and beware of overusing alcohol to distract from the negative feelings.

Keep to your normal routines as much as possible, for example, still get up and go to bed at a reasonable hour. Maybe create some new routines to give your days some structure while you are between jobs. There is a lot to be done to work out what you will do from here, so see 'getting your new job' as your current job.

Counselling may be offered by your former employer under the Employee Assistance Program. Be open to seeking this assistance, as it is an investment in your emotional wellbeing.

Looking to the future

It may seem premature, but in this situation, the quicker you plan your strategy, the better.

1. **Look at your options in as open minded way as your circumstances allow**

- continuing along your career path in another organisation
- starting your own business
- education and retraining
- changing industries or vocations
- retiring from full-time work
- volunteer work

2. **Update your resume** This is an opportunity to review all the skills and attributes that you bring to a job and rework your resume- with the help of an outplacement service if necessary. Maybe even do a course to upgrade your skill set. It is also wise to get as many contacts for references from your current employer as you can.

3. **Be informed** Talk to those you know who were made redundant and then found work, look up the internet to research strategies, for example the News & Advice section of CareerOne.com.au. If you are struggling to explain it to younger children, there is a helpful book called 'Downsized' by Mike Dumbleton.

5. **Be wise with your money** Beware the temptation to spend all of a payout quickly- It may be that you are in casual, temporary or part time work while waiting for the right job, and you may need to draw on what you have over a period.

6. **Network – as soon as you can** You may not feel like it right now, but it is vital that you let your network of friends, family, neighbours and former colleagues know that you are back on the market. Job leads can come from anywhere -it may be your local shopkeeper or a boss from 3 jobs ago who knows of the right position for you.