



Good Practice in Socially Responsible Restructuring

This Good Practice guide stems from a report that was provided by the independent National Automotive Facilitator to the National Governance Committee, the governance body overseeing the transition assistance for retrenched automotive manufacturing workers in Australia. This advice reflects on the approaches taken by stakeholders and provides what may be considered a blueprint for good practice in socially responsible restructuring.

How to be socially responsible when restructuring?

Socially responsible restructuring can transform a stressful experience into a positive career transition for workers. This Good Practice guide highlights four broad themes employers can draw upon to guide them and their workers through the transition process in a socially responsible manner. The themes underpinning good practice in socially responsible restructuring are:

- regular information and ongoing support
- career and training options advice for workers
- skills recognition, support for training for workers
- support to find a new job

Employers who engaged in socially responsible restructuring reported increased productivity, reduced absences, higher worker morale and brand loyalty.

It is not expected that employers do this alone. Your response can be tailored to your circumstances depending on the size of the business, resources available and number of retrenched workers. There is help available through government and other service providers. Details of who to contact are provided in this document and employers are encouraged to seek advice and support.

Information and ongoing support

It is important that retrenched workers are provided with timely and accurate information about the restructuring process. Accurate, regular and up-to-date information removes some of the uncertainty experienced by workers facing retrenchment and enables them to begin planning their transition. Regular communication is key to ensuring retrenched workers remain engaged with available support services and improves their future employment prospects.

What information should I provide to retrenched workers?

Employers may not have all the necessary information to begin with. However, it is important employers share relevant information with workers as it helps, through so that workers feel informed about the process.

While of workforce information sessions during and outside work hours are a useful way to share information and allow workers to ask questions or raise concerns they may have, information sessions could cover:

- support available and how to access it
- information about the jobs available in the local area or where to look for local opportunities
- information about support to upskill and be upskilled for new employment opportunities
- information about financial support including redundancy payouts, Co-ordinated Income Support, Superannuation advice
- where to get information on other assistance available through Government and local community services
- a consistent point of contact within the workplace for workers to engage with for guidance

How can I share information with workers?

Often information sessions contain large volumes of information and can be overwhelming. Employers could also make the information available elsewhere, including:

- internal communication sources such as lunch room bulletins, boards and internal websites; newsletters and staff magazines
- a telephone hotline staffed by people with knowledge of the support available to workers
- a roaming transition team that visits team meetings to promote engagement with the services to support transition
- large businesses could consider establishing an on-site Transition Centre to give workers and their partner/families a place to seek further information and guidance

Guide To Responsible Restructuring

Terry C. Jones



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Table of Contents Guide To Responsible Restructuring

1. Understanding the eBook Guide To Responsible Restructuring
 - The Rise of Digital Reading Guide To Responsible Restructuring
 - Advantages of eBooks Over Traditional Books
2. Identifying Guide To Responsible Restructuring
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Guide To Responsible Restructuring
 - User-Friendly Interface
4. Exploring eBook Recommendations from Guide To Responsible Restructuring
 - Personalized Recommendations
 - Guide To Responsible Restructuring User Reviews and Ratings
 - Guide To Responsible Restructuring and Bestseller Lists
5. Accessing Guide To Responsible Restructuring Free and Paid eBooks
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 - Highlighting and Note-Taking Guide To Responsible Restructuring
 - Interactive Elements Guide To Responsible Restructuring
- 8. Staying Engaged with Guide To Responsible Restructuring
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Guide To Responsible Restructuring
- 9. Balancing eBooks and Physical Books Guide To Responsible Restructuring
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Guide To Responsible Restructuring
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Guide To Responsible Restructuring
 - Setting Reading Goals Guide To Responsible Restructuring
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Guide To Responsible Restructuring
 - Fact-Checking eBook Content of Guide To Responsible Restructuring
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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