

OUTPLACEMENT PROCESS

The organisation identifies a need to change its operations, for instance as a result of financial shortages.

The organisation carries out an analysis prior to the planned operational change including risk and impact analyses.

Information and negotiation on organisational changes and its consequences. Defining and its resulting in work shortage. Decision change and redundancy.

Investigation of redeployment opportunities to ongoing vacancies at Umeå University. Negotiation of potential redeployment.

Investigation and negotiation of groups of termination. Final redundancy at Umeå University is negotiated and established.

The Vice-Chancellor approves termination of employment. Report to Trygghetsstiftelsen.

Period of notice for redundant employees. Length of notice period is based on the duration of the employee's public employment.

Operational need to change

In-depth organisation analysis

Information Negotiation Decision

Redeplacement

Groups and order of termination

Notice of termination

Period of notice

Trade union dialogue

Negotiations

Umeå University's duty to redeploy

Outplacement assistance, counselling through Trygghetsstiftelsen (max 5 years)

