OUTPLACEMENT PROCESS

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

2. **In-depth organisation analysis**
   - The organisation carries out an operational change including risk analysis and impact analyses.

3. **Information and negotiation on organisational changes and its consequences**
   - Defining and assessing the extent of work shortage. Decision resulting in an operational need to redeploy.

4. **Investigation of redeployment opportunities**
   - Negotiation at Umeå University.

5. **Redeployment**
   - Negotiation of potential redundancy.

6. **Notice of termination**
   - Final redundancy at Umeå University is negotiated and established.

7. **Period of notice**
   - The Vice-Chancellor approves termination of employment.

   - Report to Trygghetsstiftelsen.

8. **Outplacement assistance, counselling through Trygghetsstiftelsen (max 5 years)**

9. **Trade union dialogue**

10. **Negotiations**

11. **Umeå University’s duty to redeploy**

   - Umeå University’s duty to redeploy.