

## **What if an employer needs to let employees go? (Redundancy)**

**Some employers may need to make employees' positions redundant in response to a business downturn.** If an employee's job is made redundant, their employer may have to give them redundancy pay.

**The Fair Work Act has requirements** that employers have to meet before they can terminate an employee's employment, such as providing notice of termination.

**Under the Fair Work Act, an employee is protected from being dismissed because of:**

- a temporary absence due to illness or injury
- being dismissed because of discrimination,
- a reason that is harsh, unjust or unreasonable
- or another protected right.

**Employers are prohibited from exerting undue influence or undue pressure** on employees in relation to making certain agreements or arrangements.

**These protections continue to operate in relation to employees impacted by coronavirus.**