

Parting shots

Tripartite guidelines for employers

- Be objective in picking workers to be axed

- Consult the union as early as possible before retrenchment

- Notify Manpower Ministry and TAFEP of impending layoff

- Inform workers before making public the retrenchment

- Explain to workers why the need for retrenchment

- Tell workers how the retrenchment will be carried out

- Elaborate to workers the factors that will be considered

- Specify to workers the help to be offered to retrenched staff

- Give affected workers a notice that is as long as possible

- Pay all salaries due and retrenchment benefits to affected workers by the last day of work

- Help affected staff look for alternative jobs in associate or other companies