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# Redundancies for operational reasons

How do employers ensure a successful redundancy process – from decision to implementation.

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Norrbom Vinding invites you to attend our webinar on Thursday 9 February 2023 where we will discuss redundancies for operational reasons and how to best handle such a process.

Many businesses are looking into a year when redundancies for operational reasons may, unfortunately, become a necessity. If so, it is important to ensure a successful redundancy process, both out of consideration for the employees whose positions are made redundant and for the remaining employees as well as the continued operations of the employer. In this context, it is important to have a good understanding of the legal framework and to be aware of the potential pitfalls.

At this webinar, we will cover the relevant rules, factors and issues that private-sector employers must take into account when carrying out redundancies for operational reasons.

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For example, we will focus on:

- The grounds for a decision to carry out redundancies for operational reasons
- The selection of employees to be made redundant
- The extent of the employer's obligation to redeploy employees
- Termination – the procedure in practice and (in brief) the terms and conditions during the notice period
- Collective redundancies

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The webinar will be held on:

**Thursday 9 February 2023, 13:00 – 14:00**

Registration:

Email: [events@norrpomvinding.com](mailto:events@norrpomvinding.com)

Online: [www.norrpomvinding.com/arrangementer](http://www.norrpomvinding.com/arrangementer)

You will receive email confirmation of registration as well as material and a link for participation in the webinar.

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## Speakers

### **Rikke Falk Dambo, Partner**

Rikke advises on all aspects of labour and employment law but has particular expertise in advising private-sector employers on employment law, including executive service agreements and severance agreements, restrictive covenants, collective redundancies, business reorganisations and bonus programmes. Rikke has extensive experience in advising employers with an international presence on various projects, including cross-border projects involving business restructures or large-scale collective redundancies.

Read more about Rikke [here](#)



### **Christian Thorborg Pedersen, Junior Associate**

Christian primarily assists national and international employers in the private-sector labour market, and he often advises on general employment law issues such as employment contracts, termination letters and severance agreements. In addition, Christian has particular experience in assisting clients with cross-border processes, including business restructures.

