



PACE

Facing redundancy?

We'll help you with all the advice
and support you need

Helpline
0800 917 8000
[redundancyscotland.co.uk](https://www.redundancyscotland.co.uk)



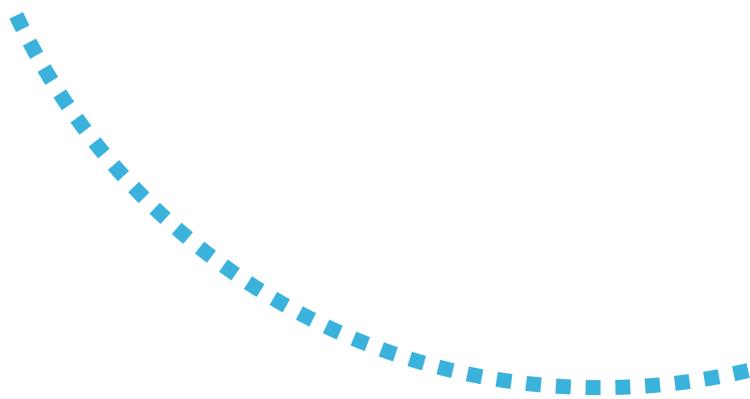
Scottish Government
Riaghaltas na h-Alba
[gov.scot](https://www.gov.scot)

Facing redundancy?

Redundancy can be one of the most challenging and stressful things you'll ever face. And you'll understandably feel daunted and unsure of what to do next. Thankfully, PACE can help.

Partnership Action for Continuing Employment (PACE), is the Scottish Government's initiative for responding to redundancy situations. PACE is a partnership of organisations dedicated to providing you with the advice and guidance you may need if you are made redundant or are facing redundancy. We can help you take stock, consider your career options, and make the decisions that are right for you.





This guide summarises the free, impartial advice and support available to you in five key sections:

- 1 understand the redundancy process, your rights and entitlements**
- 2 check what benefits you may be entitled to**
- 3 practical advice on getting a new job**
- 4 identify learning and training opportunities**
- 5 business start-up.**

Skills Development Scotland leads the delivery of PACE on behalf of the Scottish Government.

Call the helpline on **0800 917 8000** or visit **[redundancyscotland.co.uk](https://www.redundancyscotland.co.uk)** for advice on the full range of PACE services.

1. Understand the redundancy process, your rights and entitlements

Acas

The Advisory, Conciliation and Arbitration Service, offers confidential advice and guidance to employers, employees and their representatives on all aspects of employment relations and rights including redundancy pay, redundancy handling and unfair dismissal.

Visit [acas.org.uk](https://www.acas.org.uk)
or call **0300 123 1100**

The Insolvency Service

If your employer has become insolvent, the Insolvency Service can give you advice on how much redundancy pay you can claim, when a redundancy payment is due, how much you can claim in unpaid wages, what debts you can claim and how the Redundancy Payments Office can help you.

Visit [gov.uk/your-rights-if-your-employer-is-insolvent](https://www.gov.uk/your-rights-if-your-employer-is-insolvent)

HMRC

You may be able to claim back some of the income tax you've paid. This could be because you've retired, returned to studying or because you've become unemployed.

Visit [gov.uk/claim-tax-refund](https://www.gov.uk/claim-tax-refund)
or call **0300 200 3300**

You should also notify the Tax Credit Office within one month of stopping or starting employment as this may affect your tax claim.

Call **0345 300 3 900**



The Scottish Trades Union Congress

If you are a trade union member, you can rely on your union to advise and represent you on a range of issues, including coping with redundancy.

They aim to:

- ensure the maximum amount of information is made available to you
- secure appropriate alternative employment and training opportunities
- protect your rights, ensuring fair selection procedures and compensation.

If you are not a trade union member, but would like advice about your trade union rights or wish to join visit **stuc.org.uk** or call **0141 337 8100**

Cope with redundancy-related stress

It's stressful facing redundancy, so PACE is here to help. If you are finding it difficult to cope please visit the NHS Inform website and search for 'struggling with stress' for ways to help you deal with stress.

Find out more at:
nhsinform.scot

Money and Pensions Service

The Money and Pensions Service brings together the Money Advice Service, The Pensions Advisory Service and Pension Wise to provide information to help you make the most of your money and pensions. The website brings together easy to access information to support you to make the right financial decisions. The Money Advice Service provides money guides, tools and calculators to help improve all your finances.

Call **0800 138 7777**

The Pensions Advisory Service provides free and impartial pensions guidance on workplace and personal pensions for everyone.

Call **0800 011 3797**

Pension Wise offers pension guidance for over 50s with a personal or workplace pension.

Call **0800 138 3944** or visit
moneyandpensionservice.org.uk

2. Check what benefits you may be entitled to

Jobcentre Plus

Visit **[gov.uk/benefits-calculators](https://www.gov.uk/benefits-calculators)** to find full details about all of the benefits available

If you have worked and paid enough National Insurance contributions, usually within the last two or three years, you may be eligible to claim a contribution-based benefit.

For more information visit **[gov.uk/guidance/new-style-jobseekers-allowance](https://www.gov.uk/guidance/new-style-jobseekers-allowance)** and **[gov.uk/guidance/new-style-employment-and-support-allowance](https://www.gov.uk/guidance/new-style-employment-and-support-allowance)**

Universal Credit is a payment to help with living costs. If you need to make a claim you need to apply online:

Go to **[gov.uk/universal-credit](https://www.gov.uk/universal-credit)** or if you need help making a claim online contact the Universal Credit helpline on **0800 328 5644** or textphone **0800 328 1344**.

The Citizens Advice Bureau (CAB)

Advisers can help when things go wrong with universal credit, benefits, housing, budgeting, debt, pensions and relationship issues. Everything they do is confidential and free. And if getting back to work takes a little time, they can help keep you ready through volunteering opportunities backed by quality training and accreditation.

Find your local CAB online at **cas.org.uk/bureaux** or if you want information and advice instantly, visit **citizensadvice.org.uk**

CAB Scotland can help if you're thinking about claiming Universal Credit for the first time. Their trained advisers can guide you through the process, whether you're looking for answers to quick questions or step-by-step support to make your claim.

Visit **cas.org.uk/help-to-claim** or call **0800 023 2581**.

Case study

Getting support and retraining helped Garry Pollock secure a new job after being made redundant.

Garry, from Glasgow, worked for 10 years at Gemini Rail in Springburn when the company announced redundancies.

Garry said: "PACE stepped in straight away. DWP and Skills Development Scotland came in and supported everybody in any way they could."

"We got offered support with things like how to make a CV stand out and help with interview skills.

"When I was told you could get retrained for a different skill to pursue a different career I couldn't believe it."

Garry retrained and gained an LGV class 2 licence, and secured a new job driving trucks for Muller.

Garry was delighted with the support he received from PACE and would encourage anyone facing redundancy to make use of the free service.

He said: "I would definitely recommend PACE to anyone. Thanks to the support and training I received, I got a new job pretty quickly. I'm loving my new job."



3. Practical advice on getting a new job

Jobcentre Plus

The Jobhelp website provides a wide range of job search help and advice, including information about working in critical sectors and the latest vacancies.

Visit **jobhelp.dwp.gov.uk** to find out more.

If you are disabled, there may be extra help available, for example, Access to Work which helps people with disabilities at work.

Visit **gov.uk/access-to-work** for more information.

To find out more about the help available email **rrs.enquiries@dwp.gov.uk**. Please include your postcode in the email.

Use the free 'Find a job' service. Go to **gov.uk/jobsearch** to create and manage your own account as well as tailoring your job search preferences to suit the jobs you are looking for.

You can filter your "find a Job" search to focus on employers who have registered

to the Disability Confident scheme and are committed to employing people with disabilities or a health condition.

You can also create a profile, upload your CV and receive email alerts to new and existing jobs held by the service.

Skills Development Scotland

Skills Development Scotland (SDS) offers a full range of career management, employability and information services to enable you to make well-informed and realistic decisions about your next steps. Our professionally qualified specialists offer free and impartial advice and guidance on:

- identifying your current skills, expertise and strengths
- routes into the jobs and careers that suit you
- applying for new work, training or learning opportunities
- developing a CV and covering letter
- preparing for interviews.

Visit **myworldofwork.co.uk**
call **0800 917 8000**

4. Identify learning and training opportunities

Skills Development Scotland

Learning or training can improve your chances of getting back to work. Explore your options, including learning at college or university, volunteering or training on-the-job, with support from a local learning provider.

There may be funding available for courses which could help you get back into work. Funding can include payment towards course fees, a grant or a loan. The support available will depend on your circumstances and the type of course you want to do.

Find out more:
Visit myworldofwork.co.uk/learn-and-train
or call **0800 917 8000**

Jobcentre Plus

Jobcentre Plus may be able to help with training costs and/or by removing individual barriers linked to work.

Ask at your local job centre or e-mail
rrs.enquiries@dwp.gov.uk
for more information

The Big Plus

If you have trouble with reading, writing or numbers, it can make finding a new job difficult. The Big Plus can help you brush up on your basic skills. It's free and open to adults of all ages.

Find out more:
thebigplus.com
or call **0800 917 8000**

5. Business start-up

Business Gateway

Business Gateway offer practical help and guidance to business start-ups and entrepreneurs. They offer a range of professional services and resources including:

- a programme of fully funded local workshops and events held throughout Scotland
- advice to suit specific business needs through a network of experienced business advisers
- business information - a dedicated team providing information and support on all aspects of starting and growing a business.

They also have strong partnerships with a wide variety of professional organisations to ensure clients receive the best possible advice to match their business ambitions.

Find out more at:

bgateway.com

or call **0300 013 4753**

HMRC

The Small to Medium Enterprises (SME) Education team provides a range of digital products which aim to support and help businesses to meet their obligations to HMRC. This support is available through a variety of products accessed online.

Find out more at:

[gov.uk/topic/business-tax/self-employed](https://www.gov.uk/topic/business-tax/self-employed)



Case study

Having worked for the same employer for 23 years, being made redundant came as a big shock to mum-of-two Audrey Lawson.

Audrey said: "I first heard of PACE when I attended workshops on CV writing and how to prepare for an interview."

After receiving support Audrey went on to secure a post with care provider Cornerstone.

"Getting that service from PACE was vital. The help around preparing for an interview and how to overcome nerves was also really helpful."

Having experienced redundancy, Audrey is keen to recommend to others facing the same thing to make use of the PACE redundancy service.



She said: "There's no doubt that the support from PACE has been important in me getting a new job. I'd definitely recommend to other people facing redundancy that they make use of PACE. The help that is available is invaluable."

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