

Information for employees facing potential redundancies, layoffs or changes to working hours

This information is provided by Perennial, the only UK charity supporting everyone in the horticultural industry. Our aim is to support people at a challenging time with free resources and useful information.



Keeping track of finances

1. Government information

about your rights, pay, consultation and notice periods can be found at gov.uk/redundancy-your-rights

2. nudge, our free money management tool

offers information on what you may be eligible for, how it may be taxed and additional considerations

about the long-term financial and emotional impact of redundancy.

nudge can also provide ongoing support around money management, including budgeting and managing borrowing, which are all likely to be areas that you may need to consider. In addition there is a budget planner and financial health-check tool to help

if income is reduced due to a change in working hours and ways to reduce costs.

perennial.org.uk/nudge

3. Perennial also has a **Money and Debt Advice team** who are there to work with anyone who feels their financial situation is getting beyond their control.

perennial.org.uk/debt

Legal Advice

- There are many and varied reasons why a person might need legal support which can become more focussed when going through a redundancy, layoff or a reduction in hours.
- Through our partnership with Irwin Mitchell Perennial can offer you free support on issues such as;
 - Employment issues, including agreements
 - Issues with tenancy or housing
 - Relationship breakdown
 - Practical advice on wills & trusts



perennial.org.uk/legal

Benefit Support

- You may be entitled to extra support if your income falls due to redundancy or a reduction in income. Some people don't claim what they're entitled to as they don't believe they are eligible.
- However, the system is there to support, and we encourage everyone affected to at least explore what they may be able to claim, while looking for a new role.
- Perennial offers support on benefits via our website and also via our helpline.



perennial.org.uk/benefits

Career Support

- For many the prospect of finding a new job can be daunting – lack of confidence, not knowing where to look or it having been a while.
- Perennial is able to give everyone in horticulture access to a free Career Hub. This tool can help you create and fine-tune a CV, practice interview skills, identify suitable jobs and see where your skills best fit.
- Our Career Hub also has full linkage with 'Indeed', allowing you to apply for jobs right away using the employability advice you received.



perennial.org.uk/career



General Wellbeing

Redundancy is a major lifestyle shock and can cause additional issues around stress and anxiety, sleep, diet and mood. It's important these areas are managed as best they can be.

Perennial's Health & Wellbeing App, Spectrum Life, created by clinical professionals, offers support across all areas of physical and mental wellbeing including articles, podcasts, guides and much more, to help you manage when life gets in the way.

perennial.org.uk/wellbeing



Helping people
in horticulture
Perennial

Registered Charity Nos 1155156 Scotland SC040180

perennial.org.uk
Helpline 0800 093 8543*

+ Open Monday, Tuesday, Thursday and Friday 9am–4.30pm
and Wednesday 10am–4.30pm. Excludes bank holidays.

