

December 6, 2016

Form of redundancy notice

Dear colleagues,

We would like to inform you that Rostrud has clarified the question about the form of redundancy notice, which is directed to the bodies of employment service (Letter of Rostrud dated 26.09.2016 No. T3/5624-6-1). The Letter specifies that the law does not provide for a mandatory form of redundancy notice. The notice is only required to contain information on redundancy, in particular the position to be made redundant, its qualification criteria, conditions of remuneration.

At the same time the government has adopted two forms which are used to inform the employment service bodies on release of employees. However, in practice the regional employment offices often set forth redundancy notice forms according to their own samples.

Thus, following the clarifications of Rostrud, an employer is entitled to choose which form of redundancy notice to choose. However, please, keep in mind that the employment service bodies can reject a redundancy notice drawn up in arbitrary form. In this regard, it is highly recommended that you specify the procedure in the employment service where the redundancy notice is filed.

Lawyers of ALRUD Law Firm have extensive experience of complex client support in all areas of law, particularly in staff redundancy support, including cooperation with employment offices and protection of employers' rights in the course of contestation of redundancy in court. Lawyers of ALRUD Law Firm are ready to provide legal support on all issues resulting from all questions, connected with staff redundancy.

Hope that the information provided herein would be useful for you.

If any of your colleagues would also like to receive our newsletters, please let us know by sending us his/her email address in response to this message. If you would like to learn more about our Labour and Employment practice, please let us know about it in reply to this email. We will be glad to provide you with our materials.

If you have any questions, please, do not hesitate to contact the Partner of ALRUD Law Firm – **Irina Anyukhina** at **IAnyukhina@alrud.com**.

Kind regards,

ALRUD Law Firm

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