

Tips & Tricks

Checklist

- Start on time with the preparation of a reorganization (reorganization plan, social plan and communication plan);
- involve all 'stakeholders', such as: shareholders, foreign group companies, Works Council and / or EWC and trade unions (WMCO);
- if there is no works council in the organisation, do not forget the employee representative body ('PVT') or the employees' meeting;
- make organization charts with regard to the organization before and after the reorganization;
- schedule reassignment interviews in good time;
- due to possible cutbacks in the future, also consider possible rights of the Works Council;
- try to work with settlement agreements as much as possible (possibly with a signing bonus);
- the reflection principle can be quite rigid. However, tailor-made deviations can be realized (e.g. dismissals for personal reasons, indispensable employee, promotion, transfer, combination of the above, etc.);
- combine negotiation works council / trade unions;
- also focus on the employees who will stay in the organisation.