

**W**e are unfortunately seeing an unprecedented number of redundancies in the events industry. It's why esprecruitment has teamed up with TFconnect to launch a series of services, which include webinars, one-to-one support, online training and a hardship fund.

At the time of writing, ExCeL London has come onboard as our first donor for this programme and we hope others will follow and show their support for an initiative to ensure that with the right engagement and up-skilling, we don't end up with a massive skills shortage in the future.

First though, for anyone who has been informed of their redundancy, here's a few technical pointers on what you are entitled to. And then I'll provide some advice for those actively job seeking.

COVID-19 and furlough do not affect your statutory redundancy rights, which are written into employment law.

#### Three key points to remember:

- » Any statutory redundancy pay you are due, must be based on your normal wage.
- » Being on furlough doesn't affect your statutory notice pay either – you should be given sufficient notice ahead of redundancy and be paid throughout this period at your normal wage
- » Your employer can require you to take your annual leave even though you have been given notice of redundancy. Your employer must give twice as many days' notice as the amount of holiday it wants you to take.

#### What redundancy pay-out are you entitled to:

- » Payment in lieu of notice
- » Holiday pay
- » Redundancy pay

*If anyone would like further information or a confidential chat about their career, please contact me at [liz@esprecruitment.co.uk](mailto:liz@esprecruitment.co.uk)*

# What you should do if you are made redundant?

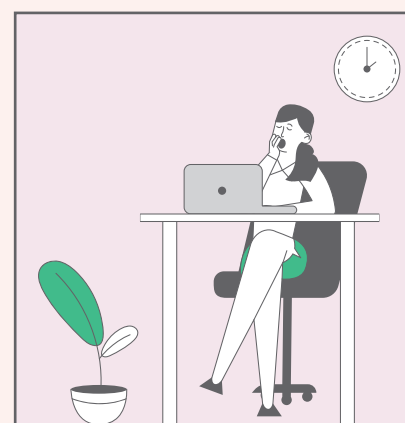
Following the launch of New Model Army, a recruitment initiative created to support those who find themselves without a job due to COVID-19, Liz Sinclair, director of esprecruitment provides advice for anyone made redundant



#### Be proactive online

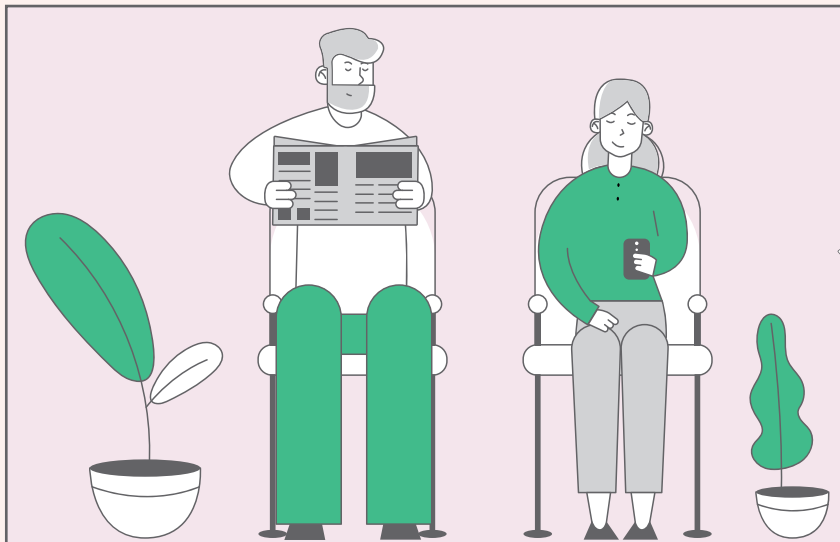
When looking for a role, it is always good to network, but with events currently cancelled, you'll need to take your efforts online. Get proactive online - join relevant industry groups on LinkedIn, look out for like-minded professionals online and sign up to virtual events and webinars. Post regularly on your LinkedIn profile and comment and like other people's posts - make yourself visible online.

Make sure that you keep the conversation relevant to your experience, by commenting on articles that show your level of expertise and of course - keep it professional on all of your social media – more employers than ever are checking-up on potential candidates.



#### Be patient

Currently, HR departments are dealing with a lot of applications, staff on furlough and possibly making some staff redundant. The interview process may take longer than normal or the process or role may change in the middle. Be patient. This is an ever-changing market and industry, so do not put all your eggs in one basket, however positive it might sound.



### Stay updated

Set up Google alerts for the companies that you want to work for, follow them on Twitter and look out for any online interviews that the CEO may give. You could always use some of the information gained about the company in an interview with them.

It is also good to look at how a company has reacted to this crisis to give you a good idea about the company culture and how their management works. Are they proactive or reactive? Have they pivoted their business to online offerings while events are not taking place?

Also, follow the main recruitment agencies in the sector on Twitter or LinkedIn so that you are alerted to new jobs as they come in.

As they will be receiving an influx of CVs at the moment, it is important to tweak your CV for the job you are applying for, so that it is very obvious to the recruiter, that you have the specific skills required. Advertised jobs are often getting 500+ applications.

Use your time in-between jobs or on furlough productively. There has been a lot of people in our

industry that have unfortunately been furloughed or made redundant. Of course, your time at home is your own and you may have been busy home-schooling or looking after loved ones, but do bear in mind that it is a going to be a competitive market over the next year.

Some employers may take into account a person's proactivity during their time at home or whilst unemployed. Who has kept up with their industry by attending webinars and online events? Who has tried to up-skill by taking advantage of free courses? And who has been proactive on LinkedIn?

Some people find this controversial as they feel that if you are furloughed, you should spend your time how you want to and shouldn't be penalised, which is a fair point.

However if an employer has two CVs with the same kind of experience and one has gained some new skills over the last few months that may be useful to the business, then it is realistic to assume they may pick that CV over the other one.



### Touching base

You still need to check in regularly with the hiring manager and acknowledge the situation in your follow-up with "I know you must be extremely busy at the moment ..." or ending with "I am looking forward to learning more about the role, when the company is ready to move forward".

If you have a specific skill a hiring manager might be able to tap into, mention it. You could say: "Given that I've led virtual teams, I might have some ideas to share on how to keep your employees feeling connected when they're not in the office." This is a great way to show what type of employee you might be if they employed you.

You could also connect with the hiring manager/HR manager on LinkedIn and comment on any reports or press releases that they may post, ensuring that your comments show you have thoroughly read the post and offer some insight. Don't necessarily expect a response, but rest assured they are seeing your comments and appreciate them even if they don't acknowledge them. As always, keep it professional.