

# Facing Redundancy

Experiencing redundancy can bring up difficult emotions. It's also a chance to reflect, rebuild, and explore new possibilities.

This information is designed to guide and support you through the transition, offering practical advice and support.

## Understanding Redundancy

Redundancy happens when an employer reduces their workforce due to changes in business needs such as restructuring or downsizing. Being let go does not reflect your personal or professional value and is often due to factors beyond your control, such as economic downturns or company restructuring.

Feeling overwhelmed is normal. Take care of yourself with exercise, good nutrition, and enough sleep. Understand your redundancy package details, seek legal advice if needed, and check eligibility for unemployment benefits with Work and Income NZ (WINZ).

Acknowledge your emotions and discuss them with family, friends, or a counsellor available through Instep. Remember, redundancy can lead to new opportunities. Maintain a daily routine including job searching, skill development, and self-care activities.

# Continuing with your Career

Update your CV to highlight your skills, experience, and accomplishments. Customise it for the specific roles and jobs you are interested in.

Reach out to your professional network and let them know you are seeking new opportunities.

Develop new skills or enhance existing ones through online courses, workshops, and seminars to stay competitive in the job market.

Consider reaching out to a career coach, this may be available through your workplace. They can help with your CV, interview skills, and exploring new career paths.

Set achievable short-term and long-term job search goals. For example, applying for 2 jobs per week.

Use job search engines and websites like SEEK, LinkedIn or TradeMe and set up alerts for your skills.

Practice common interview questions and prepare a clear explanation about your experience and what you're looking for in your next role.

Keep track of the jobs you've applied for, follow up on applications, and take note of any feedback you receive.

**Redundancy might be the chance to explore new opportunities.  
Reflect on your passions and strengths to consider if it's time for a change.**

## Financial Planning During Redundancy

During redundancy, review your finances and create a budget. Prioritise essential expenses, minimise spending, and consider using a budgeting service. Explore financial support options such as government benefits. Seek advice from your bank on managing outstanding loans. Minimise unnecessary spending and consider part-time or contract work if finding a full-time position takes longer than expected.

## Moving Forward

Experiencing redundancy provides an opportunity to reassess your career goals. Set new goals for the future. Try to embrace the change and remain open to new opportunities and experiences. Stay connected with former colleagues and expand your professional network for new opportunities and support. Prioritise your well-being by relaxing, exercising, and engaging in enjoyable activities to navigate this transition better.

*instep*

0800 284 678

[www.instep.nz](http://www.instep.nz)

If you are still with your employer, you can contact Instep for counselling support. We are here to support you through difficult times.

**Money Talks**

0800 345 123

**Healthline**

0800 611 116

**Lifeline**

0800 543 354

**Free Legal Help**

[www.communitylaw.org.nz](http://www.communitylaw.org.nz)

**In an emergency call**

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