

+ Careers doctor

■ Peter Moore offers some answers to your workplace headaches

A FRIEND AT WORK WAS MADE REDUNDANT AND I FEEL RESENTFUL. I UNDERSTAND THAT IT IS THE ROLE THAT IS MADE REDUNDANT, NOT THE INDIVIDUAL, BUT I BELIEVE SHE DESERVED BETTER. I SAW HOW HARD SHE WORKED IN COMPARISON TO SOME OF THOSE WHO GOT TO STAY. I'M NOW FINDING IT DIFFICULT TO HIDE MY FRUSTRATION AT MY BOSSES. DO YOU HAVE ANY WORDS OF WISDOM?

MANY PROFESSIONALS ARE IN THE PROCESS OF consultation or have been made redundant in the last six months. Unfortunately, we can expect more this year.

The redundancy process is painful to go through, not just for those that lose their jobs but also those that remain in employment. A feeling of relief, mixed with sadness and often anger at the plight of colleagues who are left without jobs is common.

But this is a time to think about number one. You must be selfish and concentrate on ensuring that you remain a valuable asset to your employer.

Do not let your frustrations come between you and your bosses. The selection criteria for redundancy are not known by you and very



often factors that you will be unaware of will have a large bearing on the decisions made.

Times are tough and finding a new job will be difficult for months to come. Be careful not to make a name for yourself as a troublemaker. Channel your frustration into your work.

A RIVAL FIRM HAS APPROACHED ME WITH A JOB OFFER. I'M HAPPY WITH MY CURRENT EMPLOYER BUT THIS WOULD BE A PROMOTION. WHILE I AM EXCITED ABOUT A BETTER JOB TITLE AND MORE MONEY, I AM SCARED THE 'LAST IN, FIRST OUT' THEORY COULD APPLY. WHAT DO YOU THINK?

IT IS NICE TO BE IN THIS SITUATION, PARTICULARLY at this difficult time. However, you are right to consider the implications of any move and your ongoing job security.

A large number of firms are downsizing and critically appraising their staffing need for the future. Thankfully, 'last in, first out' went out in the 1970s. Much more complex assessment procedures are now in place to ensure that only staff who are underutilised and cannot be redeployed are considered for redundancy.

I would recommend speaking to your boss. Be honest, tell him of the approach and the basic terms of the offer that has been made. Ask what your employer's plans are for your future. Are they aligned with what you are seeking?

Be clear that you are flattered by the approach but that you are very loyal to your employer and wanted to discuss before taking anything forward. I would avoid saying which organisation the offer is from.

Your decision will be much simpler once you know what is planned for you.

Peter Moore is managing director of recruitment company Macdonald & Co