



## GMB's approach to saving jobs

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**GMB fights for every job. There is no bigger challenge for us and no time where our members need us more.**

We never come from a starting point that we accept jobs will be lost - when we are up against it, we look for creative solutions and exhaust every possible avenue before a single person loses their livelihoods.

But we will never lead our members up the garden path.

We will fight for every job, but we will not give members false hope that everything will remain the same and nothing will change.

When we have done everything we can to save every job, we will mitigate against the worst impact. This may be by securing good deals on voluntary redundancy to avoid people being made compulsory redundant.

Employers have a responsibility to their workforce and we expect every employer to always be keeping GMB and our members informed of the ongoing viability of the business.

**We want every employer to sign up to our principles that create the right environment to save jobs.**

They can be found here:

This means an ongoing dialogue, early intervention and meaningful consultation. It is totally unacceptable for an employer to go merely serve notice, put their head down, and

wait for the mandatory consultation period to be over.

