

Legal principles of workforce change management in the NHS and the people dimension

23 July 2025

This webinar took place on 22 July 2025 and is now available on-demand.

As the NHS undergoes transformative shift in workforce structure, this webinar discussed the legal principles of change management and the people dimension in an NHS context.

The session covered:

- A back-to-basics on the meaning of redundancy.
- Why it is important to get this right and what happens if it goes wrong.
- The key individual and collective consultation requirements for a fair process.
- Who is entitled to redundancy protection and how that fits in with previous service in the wider NHS.
- How to navigate tricky suitable alternative employment issues.
- How to manage employees who have disabilities or who are on maternity leave during change processes.
- The people dimension – how to avoid employee harm when managing and implementing change.

The webinar was chaired by Jacqui Atkinson, Head of Employment Healthcare, and Bridget Prosser, Partner, at Browne Jacobson. They were joined by Alex Berkshire, Senior Associate and Laura Chinyere-Ezeh, HR Consultant. Laura focused on the people side of change management drawing on her significant experience working in HR in the health and social care sector.

Watch on-demand →

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