

CHARTERED 
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

EU EMPLOYMENT TERMINATION, DISMISSAL AND REDUNDANCY REGULATIONS AND COMPLIANCE

Fully Accredited

By:

Chartered Institute of
Professional Certifications

CPD
Certification Service

PROGRAM OVERVIEW



EU employment law has grown increasingly complex, driven by divergent member-state regulations, powerful worker protections, and aggressive enforcement. **The European Court of Justice now mandates zero tolerance for procedural errors in mass dismissals, even minor procedural errors in collective redundancies can invalidate the entire termination processes.**

This certified program gives you the legal knowledge and practical tools to lead EU termination, dismissal, and redundancy processes with confidence – **compliantly, consistently, and defensibly across jurisdictions.** You will develop genuine **legal fluency across EU directives, national implementation frameworks, and the EU Charter of Fundamental Rights**, ensuring every decision you make is audit-ready and legally sound. Additionally, you will master **lawful termination routes, consultation obligations, and documentation standards** that will sharpen your procedural discipline and enable early intervention before challenges escalate into costly disputes.

Throughout the program, participants will learn to identify **compliance vulnerabilities at every stage of the termination lifecycle** and structure decisions using **defensible frameworks** aligned with the **EU Collective Redundancies Directive and Works Council requirements.** This means achieving **consistency across jurisdictions** while managing the competing pressures of legal obligation, operational reality, and stakeholder expectation – without compromise.

ACCREDITATIONS



4.8



4.6



PROGRAM OVERVIEW



On the practical side, you will build expertise in **redundancy planning** – from designing objective selection criteria and managing works council engagement to mitigating discrimination risks under the Equal Treatment Directive with clarity and control. Through real-world case studies, you will develop the ability to **assess litigation risk, plan settlement strategies, and navigate complex cross-border and remote work termination scenarios.**

Upon successful completion of the program, you will earn the **Certification in EU Employment Termination and Dismissal Law.** This globally recognized certification carries lifelong validity and will enhance your professional credentials, demonstrating your expertise in navigating EU's evolving employment law landscape and your ability to lead fair, compliant, and defensible workplace practices.

ACCREDITATIONS



4.8



4.6



KEY SKILLS YOU WILL GAIN

From This Program



**EU TERMINATION LEGAL FRAMEWORKS
EU DIRECTIVES AND NATIONAL IMPLEMENTATION
TERMINATION RISK MAPPING
DISMISSAL GROUNDS AND JUSTIFICATION
STANDARDS**

**PROCEDURAL COMPLIANCE FRAMEWORKS
DOCUMENTATION AND EVIDENCE STANDARDS
COLLECTIVE REDUNDANCY DIRECTIVE 98/59/EC
CONSULTATION REQUIREMENTS AND PROCESSES**

**INFORMATION AND NOTIFICATION OBLIGATIONS
AUDIT TRAIL AND RECORD STRUCTURES
COUNTRY SPECIFIC TERMINATION FRAMEWORKS
REDUNDANCY PLANNING AND WORKFLOW
STRUCTURES**

**WORKS COUNCIL ENGAGEMENT MECHANISMS
EMPLOYEE REPRESENTATION FRAMEWORKS
SELECTION CRITERIA AND SCORING MODELS
DISCRIMINATION AND PROTECTED CATEGORIES
RETALIATION RISK IDENTIFICATION**

**LITIGATION RISK ASSESSMENT MODELS
SETTLEMENT STRUCTURING PRINCIPLES**

YOUR FACULTY DIRECTOR



Rudolf Fonkoue Leimbacher

Highly Experienced EU Employment Law Expert and Legal Counsel

Rudolf is a highly accomplished EU employment law specialist and trilingual legal counsel with extensive experience advising organizations across multiple EU jurisdictions on termination, dismissal, and redundancy compliance. As the founder of MOBILIS, he has **led complex, cross-border employment matters, supporting companies in designing legally sound termination strategies, managing large-scale redundancy programs, and ensuring full compliance with EU directives and national regulations.** His work is distinguished by a strong focus on procedural integrity, defensibility, and effective risk mitigation in high-stakes employment scenarios.

Throughout his career, Rudolf has **advised multinational corporations and sports organizations on employment frameworks, consultation obligations, documentation standards, and litigation risk management.** He has a proven track record in aligning organizational practices with evolving EU legal requirements, helping employers navigate complex workforce decisions with confidence. In addition to his legal practice, Rudolf is an **experienced trainer in European and International Employment Law, recognized for delivering practical, scenario-driven training that equips professionals to manage dismissals, engage with works councils, and address cross-border employment challenges effectively.**

OUR PARTICIPANTS

Over 70% of FORTUNE 500 Companies Have Attended Our Accredited Programs Before



Goldman Sachs



SAMSUNG



ExxonMobil



BURBERRY



citi



IKEA



VOLVO



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Pfizer

Life is our life's work



Nestlé

PROGRAM AGENDA

MODULE 1: UNDERSTANDING TERMINATION EXPOSURE ACROSS EU JURISDICTIONS

- Overview of EU-Level Principles and How They Integrate with National Implementing Legislation, Including Contrasts Between “Just Cause” Regimes and At-Will Concepts
- Legal, Financial, Operational and Reputational Implications of Non-Compliance and How These Can Differ Across EU Countries
- Risks of Applying Home-Jurisdiction Assumptions to EU Employment Decisions and Identifying Jurisdiction-Specific Warning Signs Early

MODULE 2: EVALUATING SUBSTANTIVE GROUNDS FOR DISMISSAL IN EU- INFLUENCED SYSTEMS

- Capability, Conduct and Business Grounds: Ensuring the Justification is Genuine, Objective and Demonstrable, and Determining Which Ground Applies (e.g., Capability vs Conduct)
- Applying Key EU Concepts of Proportionality, Necessity and Fairness, Alongside Consistency, Comparator Analysis and Equal-Treatment Obligations

- Evidential Standards and Documentation That Can Withstand Scrutiny

MODULE 3: PROCEDURE AS A PRACTICAL RISK-MANAGEMENT TOOL

- Core Procedural Steps: Meetings, Written Reasons, Warnings and Notice Requirements, Proportionate Investigations, Appeal Rights and Expectations of Fairness
- The Role of Employee Representation Where Required, Including Unions and Works Councils
- How Procedures Differ Across EU Locations and the Consequences of Local Non-Compliance, Including Frequent Defects That Can Invalidate Otherwise Justified Dismissals

MODULE 4: INDIVIDUAL REDUNDANCIES IN HIGHLY REGULATED SYSTEMS

- Establishing a Genuine Redundancy Situation, Including Documentation, Audit Trails and Evidential Preparation
- Defining Appropriate Selection Pools and Applying Objective Selection Criteria

PROGRAM AGENDA

- Individual Consultation and Employee Engagement Requirements, Including Redeployment and Internal Mobility Obligations Where Applicable

MODULE 5: REDUCTION IN FORCE & COLLECTIVE REDUNDANCIES

- Collective Redundancy Thresholds Under EU Law
- Obligations and Restrictions Including Mandatory Information/Consultation Duties, Engagement With Employee Representatives/Unions/Works Councils, and Awareness of Restrictions Under EU Acquired Rights Directive and Protections From Dismissal
- Managing Timelines, Notifications (Including Regulatory Compliance), Communications and the Risk of Non-Compliance

MODULE 6: PERFORMANCE MANAGEMENT IN HIGH-PROTECTION EU CONTEXT

- Warnings, Improvement Plans and Providing the Employee Reasonable Opportunities to Improve Performance

- Managing Underperformance Where Thresholds for Performance Based Dismissal Are Very High
- Avoiding Common Pitfalls Such As Inconsistency, Inadequate Documentation and/or Procedures and Workplace Culture Assumptions

MODULE 7: COMMERCIAL & LEGAL ALTERNATIVES TO DISMISSAL

- Identifying Alternatives to Dismissal Without Increasing Risks
- Negotiated Exits and Settlement
- Risk Mitigation When Exploring Alternatives (Process, Documentation and Communication)
- Legal Risks Linked to Circumvention and Disguised Dismissal

MODULE 8: PROTECTED CATEGORIES & SPECIFIC EU EQUALITY-LAW RISKS

- EU Equality Directives and Dismissal Protections and Constraints, Including Reasonable Accommodation/Adjustment Obligation and How Protections May Vary Across EU Member States

PROGRAM AGENDA

- Shifting the Burden of Proofs in Discrimination Claims and its Practical Impact
- Early Mitigation: How to Assess and Reduce Risk

MODULE 9: MANAGING HIGH-RISK TERMINATION SCENARIOS IN PRACTICE

- High Risk Termination Scenarios Under EU Regulation/Directives Contexts
- Fairness Maintaining Where Employees Refuse or are Unable to Engage (Dismissals During Sickness or Medical Leave and/or Incapacity, Accommodation Consideration in Disability Contexts)
- How Late-Stage Claims and Allegations (Discrimination, Retaliation or Whistleblowing) Affect the Process
- Forum Shopping & How Legal Risk Can Vary Significantly Across EU Jurisdictions in Similar Situations

MODULE 10: STRATEGIC TERMINATION PLANNING & RISK MITIGATION

- Documentary Discipline and Collection: Maintaining and Preserving Defensible Decision-Making Records; Handling

Sensitive Data; and Complying With Data Protection Obligations

- Early Legal Risk Assessment Before Decisions “Freeze”, Effective Communication of Rationale and Risk Management Challenge
- Alignment of EU Legal Compliance Requirements With Business and Operational Objectives

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks that can be used across your lifetime once you have completed our programs.

Upon successful completion of this program, you will be awarded the **Certification in EU Employment Termination and Dismissal Law**, which can be added to your resume, CV, and professional credentials. This industry-recognized certification carries lifelong validity and demonstrates your expertise in navigating EU employment frameworks and managing compliant termination and redundancy processes across jurisdictions.

Globally respected and increasingly in demand, this certification validates your ability to apply key EU directives, such as the Collective Redundancies Directive, alongside national laws to execute legally sound and defensible employment decisions. It affirms your capability to manage consultation processes, apply objective selection criteria, maintain robust documentation, and mitigate litigation risks while strengthening organizational governance. This program is developed by the **Chartered Institute of Professional Certifications** and independently certified by the **CPD Certification Service**, ensuring it meets the highest standards of continuing professional development.

ABOUT US

49,525

Business Leaders Have Attained Their Chartered Certifications Since 2009

390

Certified and Fully Accredited Programs

87%

Chartered Leaders Have Reported Career Promotions and Enhancements

Chartered Institute of Professional Certifications

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CONTACT US TODAY

We Thank You for Your Ongoing Support
of Our Programs

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