

# New placement

*New placement is a form of professional reorientation support for employees whose employment relationship is likely to be or has been terminated or who are taking early retirement.*



## **What are the objectives of new placement?**

New placement offers independent, systematic support and advice to employees in the termination phase to ensure the continuity of their professional career. It improves the competitiveness of the employees concerned or can support employees taking early retirement.

## **What is the benefit of new placement?**

### *Employers:*

New placement within a company conveys, both internally and externally, that the company is interested in a fair redundancy process. If this succeeds, it will have a positive impact on the motivation of the remaining employees and on the company's public image. This increases the company's attractiveness when competing for good employees.

- Ensuring professional advice and support for employees in the separation process
- Creation of win-win situations for the employer and employees
- Prevention of labour disputes (litigation)
- Support and assistance for employees taking early retirement

### *Employees:*

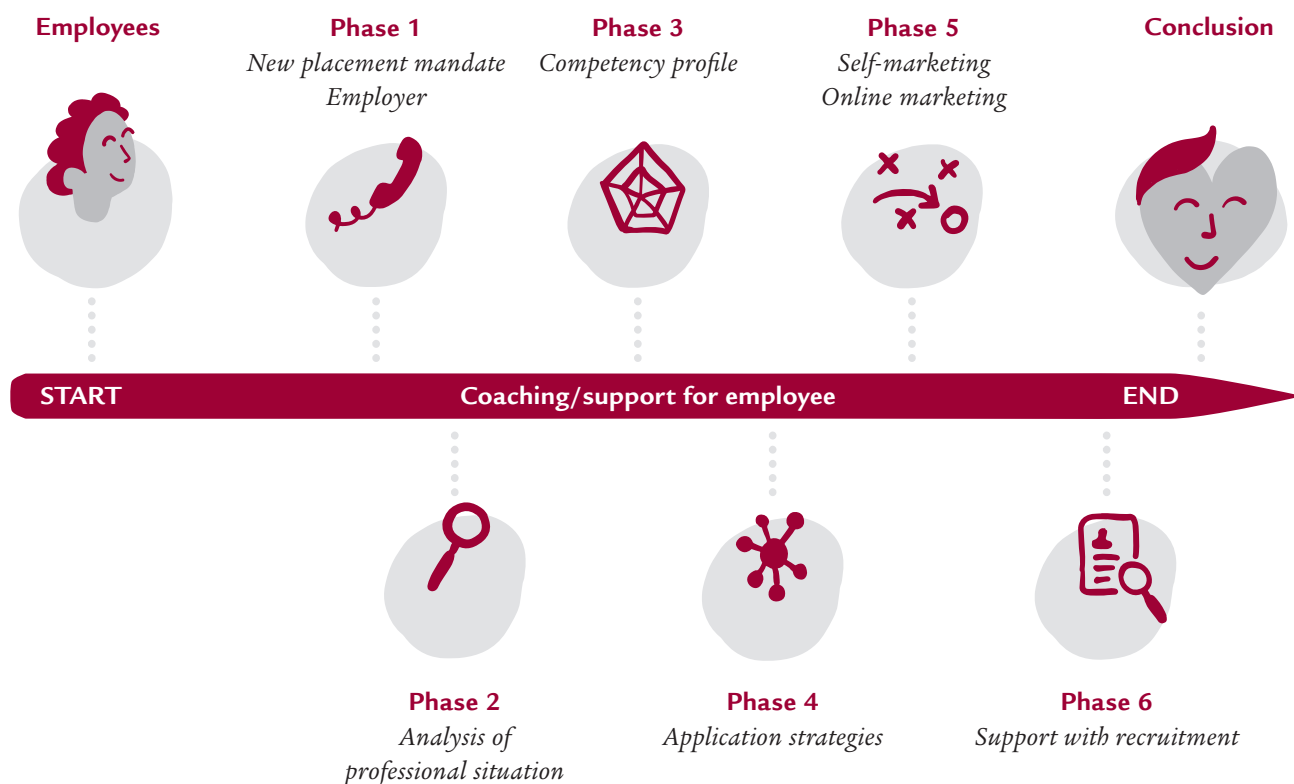
Employees receive support while looking for a new job, which can shorten the job search. This assistance ranges from the compilation of application documents to rehearsals for job interviews. Employees significantly improve their chances of success in the job market. Support from a coach also increases motivation and helps build up morale, as redundancies can also have a significant emotional impact.

- Goal- and solution-oriented support for professional reorientation
- Support in the separation process and with reorientation
- Increased hirability with professional advice and support
- Increased chances of success in the labour market

## How does the new placement process work?

<b>Phase 1</b>	<b>Employer support</b> <ul style="list-style-type: none"> <li>• Support with preparing and planning the termination process</li> </ul>
<b>Phase 2</b>	<b>Evaluation of current situation</b> <ul style="list-style-type: none"> <li>• Processing of employment situation</li> <li>• Reconciling professional milestones/professional profile</li> <li>• Competency portfolio</li> </ul>
<b>Phase 3</b>	<b>Reorientation</b> <ul style="list-style-type: none"> <li>• Labour and job market</li> <li>• Application documents, marketing</li> <li>• Active sourcing</li> </ul>
<b>Phase 4</b>	<b>Self-marketing</b> <ul style="list-style-type: none"> <li>• Authenticity</li> <li>• Focus</li> <li>• Changing perspectives/adding value</li> <li>• Track record</li> <li>• Self-presentation/interview training</li> </ul>
<b>Phase 5</b>	<b>Job search</b> <ul style="list-style-type: none"> <li>• Support with networking</li> <li>• Assessing job opportunities</li> <li>• Support in the job search process</li> </ul>
<b>Phase 6</b>	<b>Contract conclusion</b> <ul style="list-style-type: none"> <li>• In the final phase, the employees will be supported in agreeing a new employment contract.</li> </ul>

## How does new placement for employees work?



**How long does the new placement process take?**

New placement when searching for a new employer:

- approx. 4 months in the event of transfer to regular activity
- approx. 8 months in the event of professional reorientation

**How much does new placement cost?**

<i>Cost overview</i> *	<i>CHF</i>
<i>4 months</i> *	<i>5000.–</i>
<i>8 months</i> *	<i>8000.–</i>
* excl. VAT	

Swiss Life Ltd  
 Specialist Unit Occupational Health Management  
 Corporate Clients  
 P. O. Box, 8022 Zurich  
 Telephone 0800 873 875  
[www.swisslife.ch/ohm](http://www.swisslife.ch/ohm)

Disclaimer: This document provides customer information regarding the company and its products and services. It does not constitute an offer in the legal sense nor an entitlement to this service from Swiss Life or its partners.