

## **Dismissal by Reason of Redundancy**

A dismissal of an employee by reason of redundancy will normally take a case under the Unfair Dismissal Legislation. Redundancy is a defence to an Unfair Dismissal case.

However employers need to be careful. Case ADJ13371 is a very good example of this. In this case the AO found that there was a valid redundancy. However, and this is the one employers need to be careful of, the AO also found that the procedure in relation to the redundancy was procedurally unfair. The AO in this case therefore held that this converted the process into an Unfair Dismissal and compensation on top of the redundancy payment already paid was ordered.

In Unfair Dismissal cases it is always procedures, procedures and still more procedures. Even where a redundancy is being dealt with it is absolutely imperative that employers put in place appropriate procedures.