

## **Genuine Redundancies**

The issue of redundancy is one which can have a devastating impact on any employee. It is however important in all redundancy cases that it is a genuine redundancy. An interesting case on this is a case of JBC Europe Limited and Jerome Penisi [2011] IEHC279 being a decision of Mr. Justice Charleton.

The case determines that to prove that a redundancy was genuine the burden of proof is on the employer in this regard.

The Court also helpfully dealt with the issues of damages and how damages are ascertained.

It is one of those cases that I would recommend to colleagues to read.