

Redundancy as a cloak to an Unfair Dismissal

IN ADJ4920 the Adjudication Officer in this case held that the selection of the employee for redundancy was not valid and was effectively an attempt to dismiss the employee because of shortcomings in his performance. The Adjudication Officer held that the use of redundancy in such circumstances is precluded and quoted the case of JVC Europe Limited –v- Panisi 2011 IEHC 279.

The Adjudication Officer awarded compensation of €12,000. This is an important restatement of the law in this area.