

## **Redundancy cases**

The reality of matters is when you look at the volume of cases between 2008-2011 under the Redundancy of Payment Acts the Employment Appeals Tribunal ('EAT') had a significant number of such cases. As an open forum they were able to schedule 5 or 6 cases on an afternoon or where there was a large number of employees from one company or employer all of them at the same time. That is going to be a difficulty in the WRC. However it is likely that there is going to be a significant volume of these cases. There will be calls for these to be dealt with promptly. It would appear that legislation would be amended to allow all cases to be heard on a written submission. In redundancy cases particularly there may be an issue as to whether the claim is being defended or simply it is a delay by the employer to pay redundancy or an inability to pay which would require a decision. It might be an issue that the WRC would look at in relation to having preliminary hearings in relation to redundancy cases and to have a provision whereby claims can be dealt with on written submissions only.