

Redundancy

The issue of redundancy is an issue which is going to be arising shortly in many workplaces. The issue arose in case ADJ-00024839. In that case the Adjudication Officer set out that there are five alternative definitions of redundancy contained in the Redundancy Payments Acts 1967-2007. It was pointed out that the fact that the requirement of that business for employees to carry out work of a particular kind in the place where the employee was so employed has ceased or diminished or is expected to cease or diminish is a redundancy situation.

This is likely to be one of the grounds which is going to arise in cases. The issue in cases is likely to be the issue as to whether the requirement is likely to diminish as much as it has diminished.

We would anticipate that there are going to be a lot of claims in the WRC over this issue.