

Implementing Redundancies - A Word of Caution

Currently many organisations are experiencing redundancies for the first time after a decade of unprecedented growth and prosperity. Redundancies typically arise in circumstances of:

- Business closure;
- Rationalisation, where certain roles are cut or the numbers carrying out certain roles are reduced;
- Reorganisation, where job specifications are changed so that people with different skills/qualifications are required to do the job; or
- Mergers/takeovers, where two workforces are combined and numbers need to be reduced.

It is vitally important that the redundancy is genuine and that employees are selected for redundancy in accordance with fair and objective selection criteria.

It is also important to remember that an employer's conduct in implementing a redundancy can be taken into account by the Employment Appeals Tribunal when assessing the fairness or otherwise of a dismissal. Adopting incorrect criteria can also land the employer before the Equality Tribunal where the employer, in choosing to make particular employees redundant, offends the provisions of the Employment Equality Acts.

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