



## **Redundancy / Fair Selection**

In Case ADJ1461 the Adjudication Officer rightly pointed out that the burden of proof is on an employer to show that the selection process was fair. In this case the Adjudication Officer found that the employer had not shown that the selection process was fair and an award of €5,000 for Unfair Dismissal was awarded.

Where an employer is considering redundancy it is vitally important that appropriate advice from an employment law solicitor is obtained.

It is vitally important that employers ensure that there are fair procedures for all redundancies. Failure to do so can result, as in this case, in an award for Unfair Dismissal.

**\*Before acting or refraining from acting on anything in this guide, legal advice should be sought from a solicitor.**

**\*\*In contentious cases, a solicitor may not charge fees or expenses as a portion or percentage of any award of settlement.**