

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:
Employee

CASE NO.
RP448/2006

against
2 Employers

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2003

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms. P. McGrath B.L.
Members: Mr. M. Flood
Ms. K. Garvey

heard this appeal at Dublin on 5th March 2007.

Representation:

Appellant: In person

Respondent: No appearance or Representation

The decision of the Tribunal was as follows:-

Determination:

The Tribunal determines that the appellant had no benefit of advice from a representative (trade union or legal) or from the company itself. The appellant has no exposure to information and had a genuine belief that the liquidation of the company was final in relation to his entitlements. Therefore, the Tribunal determines it reasonable to extend the time limit up to two years in this case and the appeal under the Redundancy Payments Acts, 1967 to 2001, succeeds. The Tribunal awards the appellant his statutory redundancy lump sum payment under the Redundancy Payments Acts, 1967 to 2001 based on his continuous service and the following information:

Date of Birth:	3 rd May 1981
Date of commencement of employment:	9 th April 2001
Date of termination of employment:	26 th November 2004
Gross weekly wage:	€478.71

Please note that a weekly ceiling of €507.90 applies to all payments from the Social Insurance Fund.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)