

## EMPLOYMENT APPEALS TRIBUNAL

CLAIM(S) OF:  
Employee

CASE NO.  
UD437/2007  
MN302/2007

against

2 Employers

under

### UNFAIR DISMISSALS ACTS, 1977 TO 2001 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2001

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. P. McGrath B.L.

Members: Mr. R. Prole  
Ms. M. Mulcahy

heard this claim at Dublin on 14th September 2007

Representation:

Claimant(s) : Emigrant Advice, 1 Cathedral Street, Dublin 1

Respondent(s) : No Appearance by or on behalf of the Respondent

The determination of the Tribunal was as follows:-

#### **Determination:**

XXXX was summarily dismissed without cause and without notice. The claimant has had little success in finding alternative employment, and the Tribunal awards her €6,064.00 under the Unfair Dismissals Acts, 1977 to 2001, and €379.00 under the Minimum Notice and Terms of Employment Acts, 1973 to 2001.

The Tribunal notes that the employer failed to renew a work permit for the two year period in which the claimant worked with him. This failure, on the part of the employer, had a knock-on effect on her entitlement to work legally in the jurisdiction. In addition, the employer failed to make available appropriate paperwork, including P60s, P45, and payslips, as he is statutorily required to do, and it is hoped that the claimant will not be unduly prejudiced arising out of the employer's failure in this regard.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

(Sgd.) \_\_\_\_\_  
(CHAIRMAN)