

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:

Employee

CASE NO.
RP544/2007
MN766/2007

against

2 Employers

under

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2001
REDUNDANCY PAYMENTS ACTS, 1967 TO 2003**

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. M. O'Connell B.L.

Members: Mr. B. Kealy
Mr. J. Maher

heard this appeal at Dublin on 21st February 2008

Representation:

Appellant: In person

Respondent: Company Representative

The decision of the Tribunal was as follows:-

Claimant's evidence:

The Claimant worked as an electrician for the respondent, and was going into the fourth year of his apprenticeship when he was let go. The respondent told him that he had no more work for him, but did not pay him any redundancy. There had been no expression of dissatisfaction with his work by the other foremen.

Respondent's evidence:

The Respondent said that the Claimant's work was slow. The main reason for not paying him his redundancy was that he was not pulling his weight.

Determination:

The Tribunal having considered all the evidence, finds that the Claimant is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2003, based on the following criteria:

Date of Birth:	24 October 1983
Date employment commenced:	14 March 2003
Date employment ended:	26 November 2006
Gross weekly salary	€612.69

(It must be noted that a statutory gross weekly ceiling of €600.00, applies to payments from the Social Insurance Fund).

It also awards him €1,225.38 (being the equivalent of 2 weeks pay) under the Minimum Notice and Terms of Employment Acts, 1973 to 2001.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

