

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:
Employee

CASE NO.
RP443/2007

against
Employer

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2003

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. T. Ryan

Members: Ms A. Gaule
Ms M. Mulcahy

heard this appeal at Dublin on 20th December 2007

Representation:

Appellant:

In person

Respondent:

In person

The decision of the Tribunal was as follows:

The respondent employed the appellant for twelve years. The respondent claims that he dismissed the claimant following several verbal and one written warning regarding his poor attendance record. The respondent asserted that he had plenty of work available for the claimant at the time of dismissal. However, the claimant produced a letter of dismissal, dated 8th March 2007, to the Tribunal. This letter stated that the reason for dismissal was that there was no work available. The respondent had no record of this letter. However he did not dispute that the letter was on the company's headed paper and that his signature was on the letter.

The Tribunal finds that the appellant was dismissed by reason of redundancy and awards him redundancy payment under the Redundancy Payments Acts, 1967 to 2003 based on the following criteria:

Date of Birth: 17th November 1976
Date of Commencement: 1995
Date of Termination: 22nd March 2007
Gross Weekly Pay: €500

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

