

**EMPLOYMENT APPEALS TRIBUNAL**

**CLAIM OF:**

Employee  
RP399/08

**CASE NO.**

MN433/08

UD479/08

**Against**

Employer

**under**

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2001  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2003  
UNFAIR DISMISSALS ACTS, 1977 TO 2001**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms P. McGrath B.L.

Members: Mr E. Handley  
Mr. N. Broughall

heard this claim at Naas on 26<sup>th</sup> September 2008.

**Representation:**

Claimant: Mr. James O'Neill, South Kildare Citizens Information Centre, Parish  
Centre, Newbridge, Co. Kildare

Respondent : Ms Helen Coughlan, Patrick J Farrell & Co., Charlotte Street, Newbridge,  
Co Kildare

The determination of the Tribunal was as follows:-

**Determination:**

The claim under the Unfair Dismissals Acts, 1977 to 2001 was withdrawn during the hearing.

Having heard all the relevant evidence, the Tribunal finds that the claimant was made redundant at the end of his notice period on the 21<sup>st</sup> March 2008. In those circumstances, the claimant is entitled to a statutory redundancy lump sum under the Redundancy Payments Acts, 1977 to 2001. The claimant's date of birth is 24<sup>th</sup> March 1982 and his employment commenced on 20<sup>th</sup> March

2006. His gross weekly wage was €884.00.

The claim under the Minimum Notice and Terms of Employment Acts, 1973 to 2001 fails.

It should be noted that a statutory ceiling of €600.00 applies to payments from the Social Insurance Fund.

This award is made subject to the claimant fulfilling current social welfare requirements in relation to PRSI contributions.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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

