

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

Employee

RP751/2008  
MN807/2008

**Against**

Employer

**under**

### **REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2001**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. D. MacCarthy S C

Members: Mr. F. Cunneen  
Ms. N. Greene

heard this appeal at Dublin on 27th November 2008

#### **Representation:**

Appellant: Mr. John Greene of P.C. Moore & Co. Solicitors,  
17 South Great George's Street, Dublin 2.

Respondent: In person

The decision of the Tribunal was as follows:-

The fact of redundancy was not in dispute. Four successive companies employed the claimant. He believed that there was a connection between the companies. The respondent denied any legal connection with the claimant's previous employers, saying that they were all separate and independent companies. A contract of employment was produced to establish the claimant's date of commencement with the respondent.

#### **Determination**

The Tribunal considered the evidence adduced and the documents presented in this case. The Tribunal finds that the claimant did not have continuity of service. Therefore he is not entitled to a Redundancy payment. The claim under the Redundancy Payments Acts, 1967 to 2007 fails.

The Tribunal is satisfied that the claimant received notice of his dismissal. The claim under the

Minimum Notice and Terms of Employment Acts, 1973 to 2001 fails.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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