

## EMPLOYMENT APPEALS TRIBUNAL

CLAIM(S) OF:

CASE NO.

Employee

**claimant** - UD1174/2008

Against

Employer

**respondent**

under

### UNFAIR DISMISSALS ACTS, 1977 TO 2001

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. M. Levey BL

Members: Mr. J. Reid  
Ms M. Mulcahy

heard this claim at Dublin on 9th February 2009

Representation:

\_\_\_\_\_

Claimant(s): The claimant in person

Respondent(s): Ms Kate Binchy, Byrne Moreau Connell, Harmony Court,  
Harmony Row, Dublin 2

The determination of the Tribunal was as follows:-

#### **Respondent's Case**

KB told the Tribunal that the respondent had been liquidated in October 2008. The respondent was very happy with the claimant's work and all part time staff were first to be let go. Fifty were let go in summer and another fifty were let go in September 2008.

#### **Claimant's Case**

The claimant told the Tribunal that she commenced work with the respondent on 18 March 2008. The claimant deputised for another worker, it was an open temporary position and she was told that there would be work for her until June 2008. In early May she told her colleagues she was pregnant. She asked her supervisor for one week's holidays in May 2008 and her supervisor agreed to this. She received her P45 on 9 May 2008 and she did not request it. The claimant was the first employee to be let go and she heard in September 2008 that the respondent was liquidated. Her baby was born on 14 October 2008

## **Determination**

The claimant was informed that she would have work until the end of June 2008. She accepted she was employed on a temporary basis. Given that she was dismissed in early May 2008 having told employees in the office she was pregnant and redundancy did not take place until summer and September 2008 she was at a loss of earnings from 9 May 2008 until 30 June 2008. The Tribunal awards the claimant compensation of €3,500 under the Unfair Dismissals Acts, 1977 to 2001.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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

