

## EMPLOYMENT APPEALS TRIBUNAL

CLAIMS OF:

Employee

- claimant

CASE NO.

UD1493/2008

RP1350/2008

MN1449/2008

against

Employer

– respondent

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: Mr. T. Ryan

Members: Mr. B. Kealy  
Mr. N. Broughall

heard this claim at Dublin on 21st April 2009

### **Representation:**

Claimant: Mr. Blazej Nowak, Polish Consultancy Enterprise, 19 Talbot Street,  
Dublin 1

Respondent: In Person

The determination of the Tribunal was as follows: -

The claim under Unfair Dismissals Acts, 1977 To 2001 was withdrawn during the hearing.

The Respondent conceded the claim under the Minimum Notice and Terms of Employment Acts, 1973 to 2001, loss having been established, the Tribunal awards the claimant €1660.00, being two weeks' pay.

The respondent conceded that a redundancy situation existed. This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period. The Tribunal awards the appellant a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2003 based on the following criteria:

Date of Birth:	27 <sup>th</sup> May 1976
Date of Commencement:	9 <sup>th</sup> September 2006
Date of Termination:	8 <sup>th</sup> October 2008
Gross Pay:	€830.00

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

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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