

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:
Employee

CASE NO.
- appellant

RP1276/2008
MN1375/2008

against
2 Employers

- respondent

under

MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2001 REDUNDANCY PAYMENTS ACTS, 1967 TO 2003

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mrs. M. Quinlan
Members: Mr P. Pierce
Mr. P. Woods

heard this appeal at Dublin on 7th April 2009

Representation:

Appellant(s) : In Person

Respondent(s) : In Person

The decision of the Tribunal was as follows:-

Determination

The respondent conceded that a redundancy situation existed. Accordingly the Tribunal awards the appellant a redundancy lump sum payment under the Redundancy Payments Acts, 1967 to 2003 based on the following criteria:

Date of Birth:	12 July 1980
Date of commencement of employment:	6 February 2006
Date of termination of employment:	4 March 2008
Gross weekly pay:	€592.00

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

The Tribunal is also satisfied that, while the respondent informed the appellant on an ongoing basis over a period of time that he was going to be dismissed due to a shortage of work, no actual specific date of termination was given to the appellant. The Tribunal therefore finds that the appellant is entitled to his minimum notice and makes an award of €1184.00 being the equivalent of two weekspay under the Minimum Notice and Terms of Employment Acts 1973 to 2001.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

