

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

Employee
- *appellant*

RP269/09

against

Employer - *respondent*

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr D. Mahon

Members: Mr L. Tobin
Mr S. O'Donnell

heard this appeal at Dublin on 23rd July 2009

Representation:

Appellant : In person

Respondent : No appearance or representation on behalf of

The decision of the Tribunal was as follows:-

The appellant was an apprentice electrician with the respondent. The appellant completed Phase 6 of his electrician apprenticeship with FAS on Friday the 5th of December 2008. The appellant contacted the respondent asking where he was to be in work on Monday morning. The respondent informed him there was no work for him. The appellant by e-mail asked whether he was being put on Lay-off or being made redundant. The respondent replied on the 12th of December stating that the appellant was being made redundant. The appellant requested his redundancy on the 15th of December 2008. On the 9th of January 2009 the respondent offered the appellant further employment but at that stage he had found alternative employment.

Determination:

The Tribunal is satisfied that the respondent was duly notified of the hearing. Based on the uncontested evidence of the appellant the Tribunal finds that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of birth 25th June 1977
Date employment commenced 07th November 2005
Date employment ceased 12th December 2008
Gross weekly pay €647.01
Please note that a statutory weekly ceiling of €600 applies to all payments from the Social Insurance Fund.

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

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)