

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:

Employee

-appellant

CASE NO.

RP398/2009

Against

Employer

-respondent

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr T. Taaffe

Members: Mr P. Pierce
Mr S. Mackell

heard this appeal at Naas on 2nd November 2009

Representation:

Appellant: In Person

Respondent: In Person

The decision of the Tribunal was as follows: -

Appellant's Case

The appellant was employed with the respondent from September 2006 until he was made redundant in October 2008. The appellant received his full annual leave entitlement in 2008 consisting of two weeks in August and two weeks in September 2008. The appellant does not recall what the payments he received in December from the respondent were for.

Respondent's Case

The respondent concedes that a redundancy situation exists. The respondent made two redundancy payments to the appellant in December 2008 for a total of €1690.00.

Determination

Based on the evidence adduced the Tribunal finds that the appellant is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of birth	13 th August 1974
Date employment commenced	12 th September 2006
Date employment ceased	17 th October 2008
Gross weekly pay	€709.32

Please note that the sum of €1690.00 has already been paid to the appellant and must be now be deducted from the total redundancy figure now due.

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)

