

**EMPLOYMENT APPEALS TRIBUNAL**

**CLAIM(S) OF:**

Employee

**CASE NO.**

RP162/2009

UD167/2009

MN165/2009

against  
Employer

under

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007  
UNFAIR DISMISSALS ACTS, 1977 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mrs. M. Quinlan

Members: Mr P. Pierce  
Mr G. Whyte

heard this claim at Dublin on 29th October 2009

**Representation:**

Claimant(s) : Mr. Padraig Lyons BL instructed by:  
Ms Jane O'Sullivan, Daniel Spring & Co, Solicitors, 50 Fitzwilliam Square, Dublin 2  
Mr. Donal Spring, Daniel Spring & Co., Solicitors, 50 Fitzwilliam Square, Dublin 2

Respondent(s) : Mr. Tiernan Lowry BL instructed by:  
Mr Cillian O'Connell, John Gaynor & Co, Solicitors, 42/46 Thomas Street,  
Dublin 8

The determination of the Tribunal was as follows:-

At the outset the claims under the Unfair Dismissals Acts, 1977 to 2007 and the Minimum Notice and Terms of Employment Acts, 1973 to 2005 were withdrawn.

**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 2007 based on the following criteria:

Date of Birth: 14 May 1975  
Date of Commencement of employment: 26 September 2001

Date of Termination of employment: 15 August 2008  
Gross Weekly Pay: € 894.00

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

Please note that there is a weekly ceiling of € 600.00 on all awards made from the Social Insurance Fund.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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