

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE - appellant

CASE NO.  
RP25/2009  
MN34/2009

against

EMPLOYER - respondent

under

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

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. E. Murray

Members: Ms M. Sweeney  
Mr. D. McEvoy

heard this appeal in Cork on 6 October 2009

Representation:

\_\_\_\_\_

Appellant(s):  
xxxxxxx , Fermoy, Co. Cork

Respondent(s):  
No attendance or representation

The decision of the Tribunal was as follows:-

The appellant sought a redundancy lump sum on the basis that his employment with the respondent which commenced on 5 September 2005 ended by reason of redundancy on 25 July 2008. He also sought a minimum notice award on the basis that he had been on holiday in July 2008 and had not received any notice of termination in advance thereof. The Tribunal was furnished with a copy of a redundancy notification to the appellant which stated his gross weekly pay to have been €706.00.

No evidence was offered by or on behalf of the respondent.

**Determination:**

Under the Redundancy Payments Acts, 1967 to 2007, the Tribunal finds that the appellant is entitled to a redundancy lump sum based on the following details:

Date of birth:	01 September 1953
Date of commencement;	05 September 2005
Date of termination:	25 July 2008
Gross weekly pay:	€706.00

It should be noted that payments from the social insurance fund are limited to a maximum of €600.00 per week.

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

In addition, the Tribunal awards the appellant the sum of €1,412.00 (this amount being equivalent to two weeks' gross pay at €706.00 per week) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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