

EMPLOYMENT APPEALS TRIBUNAL

CLAIM(S) OF:
EMPLOYEE
- *appellant*

CASE NO.
RP1494/2009

UD1325/2009
MN1297/2009
WT584/2009

against
EMPLOYER
- *respondent No 1*

EMPLOYER
- *respondent No 2*

under

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005
ORGANISATION OF WORKING TIME ACT, 1997
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007
UNFAIR DISMISSALS ACTS, 1977 TO 2007**

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr C. Corcoran B.L.

Members: Mr J. Flanagan
Mr C. Ryan

heard this claim at Dublin on 14th May 2010

Representation:

Claimant(s) : Ms. Tracy Ennis Faherty BL instructed by Ms. Emma Meagher, James
McSweeney, Solicitors, 515 Main Street, Tallaght Village, Dublin 24

Respondent(s) : In Person

Preliminary Point

The claim under the Unfair Dismissal Act 1977 to 2007 was withdrawn during the course of the hearing.

Determination

The Tribunal carefully considered the detailed evidence adduced by both parties. The Tribunal is satisfied that the appellant was dismissed by reason of redundancy on 13 February 2009 without notice, having been in continuous employment with the above named respondents from April 2006. Accordingly the Tribunal determines that the appellant is entitled to a redundancy lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following information:

Date of Birth:	31 March 1987
Date of commencement of employment:	16 April 2006
Date of termination of employment:	13 February 2009
Gross weekly pay:	€456.00

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

The Tribunal also awards the appellant the sum of €912.00 being the equivalent of two weeks pay under the Minimum Notice and Terms of Employment Acts 1973 to 2005. Furthermore the Tribunal awards the appellant the sum of €1722.90 in respect of holiday pay owing under the Organisation of Working Time Act, 1997.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

