

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:

CASE NO.

EMPLOYEE

*appellant*

MN2039/2009

RP2481/2009

against

EMPLOYER

*respondent*

under

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

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. D. Mac Carthy S C

Members: Mr F. Moloney  
Mr M. O'Reilly

heard this appeal at Dublin on 30th July 2010

Representation:  
\_\_\_\_\_

Appellant(s): The appellant in person

Respondent(s): No attendance by or on behalf of the respondent

The decision of the Tribunal was as follows:-

**Determination**

The appellant told the Tribunal that on 5 February 2009 she was informed that due to the downturn in business the respondent could no longer keep the company going.

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

Date of birth

24 January 1953

Date employment commenced	06 November 2000
Date employment ceased	05 February 2009
Gross weekly pay	€259.66

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

The Tribunal is satisfied that the appellant did not receive her minimum notice entitlement that was due to her. Her length of service entitled her to four weeks' notice.

Accordingly the Tribunal awards the appellant compensation of €1038.64 which is equivalent to four weeks gross pay (€259.66) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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

