

EMPLOYMENT APPEALS TRIBUNAL

Appeal Of :
Employee

–Appellant

Case No.
RP2122/2009

against

Employer

-Respondent

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms. J. McGovern B.L.

Members: Mr. J. Flanagan
Ms. M. Mulcahy

heard this appeal at Dublin on 24th June 2010

Representation:

Appellant: In Person

Respondent: In Person

The decision of the Tribunal was as follows:

The respondent employed four members of staff. The appellant held the position of cashier. Due to a downturn in the level of business staff were placed on a four-day week and subsequently reduced to a three-day week. However, when business did not improve the respondent used the process of last in, first out in selecting positions for redundancy. As a result the appellant's employment terminated by reason of redundancy on Friday, 27th February 2009. The respondent assisted the appellant with finding other employment which the appellant commenced on Monday, 2nd March 2009.

Determination:

The Tribunal is satisfied that a genuine redundancy situation existed in relation to the termination of the appellant's employment.

The Tribunal awards the appellant a lump sum payment under the Redundancy Payments Acts, 1967 to 2007, based on the following criteria:

Date of Birth:	21 st May 1970
Date of Commencement:	22 nd January 2007
Date of Termination:	27 th February 2009
Gross Weekly Pay:	€490.00

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)