

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

EMPLOYEE
–Appellant

RP2858/2009
MN2307/2009

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. M. O’Connell B.L.

Members: Mr. L. Tobin
Mr. P. Woods

heard these appeals at Dublin on 18 August 2010

Representation:

Appellant: Mr. Charles Prizeman, T.E.E.U
5 Cavendish Row, Dublin 1

Respondent: In person

The determination of the Tribunal was as follows:

Determination:

The appellant was an apprentice electrician with the respondent from 22 January 2007. On the completion of the FAS based phase 2 of the apprenticeship in February 2009 the respondent advised the appellant, in a letter dated 20 February 2009 but not given to the appellant until 3 March 2009, that there was no longer any work for him and that the respondent would be in touch if things changed. The respondent never subsequently offered any work to the appellant.

The Tribunal is satisfied that the letter received on 3 March 2009 constituted the dismissal of the appellant and accordingly the Tribunal finds that the appellant is entitled to a lump sum payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

Date of Birth	21 December 1985
Employment commenced	22 January 2006
Employment ended	3 March 2009
Gross weekly pay	€350-00

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

The Tribunal further awards €700-00, being two weeks' pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)