

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:

EMPLOYEE - appellant

Against

EMPLOYER - respondent

under

CASE NO.

RP213/09

MN236/09

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 J Flanagan BL

Members: Mr J Horan
Mr A Butler

heard this appeal at Naas on 10th November 2009.

Representation:

Appellant: In person

Respondent: No appearance by or on behalf of the respondent

The decision of the Tribunal was as follows:-

Determination:

The Tribunal is satisfied that the respondent was duly notified of this hearing. Neither the respondent nor a representative on his behalf appeared at the hearing.

Based on the uncontroverted evidence of the appellant the Tribunal finds that the appellant was given notice of the termination of his employment on 3rd December 2008 and that the last day he actually worked was 4th December 2008. The Tribunal therefore awards to the appellant under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 the sum of €912.60 being

he balance of two weeks pay in lieu of notice after allowing for one day of notice actually worked.

The Tribunal also awards to the appellant under the Redundancy Payments Acts, 1967 to 2007 a redundancy lump sum calculated on the basis of the following criteria:

Date of Birth:	16 th April 1973
Date of Commencement of Employment:	17 th May 2006
Date of grant of notice of termination of employment:	3 rd December 2008
Last day actually worked:	4 th December 2008
Date of Termination of Employment:	17 th December 2008
Gross Weekly Wage:	€507.00

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)