

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:  
Appellant:  
EMPLOYEE

CASE NO.  
RP 682/2010.

against

Respondent:  
EMPLOYER  
EMPLOYER

under

### REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. J. Lucey  
Members: Mr. D. Hegarty  
Mr. J. Flavin

heard this appeal at: Rochestown, Cork on 11<sup>th</sup> October 2010

Representation:

Appellant: In person

Respondent: No appearance or representation

**Determination:**

The Tribunal is satisfied that proper notification was sent to the respondent. Based on the uncontested evidence the Tribunal finds that the appellant's employment with the respondent ended by way of redundancy.

The employee commenced employment with the respondent on 05<sup>th</sup> July 2004 as per his contract of employment. He had moved from the UK to take up a position with the respondent company. Between 05<sup>th</sup> July 2004 and 31<sup>st</sup> December 2004 his Tax and Insurances were paid into the UK system to allow him time for his residency arrangements to be in place. From 01<sup>st</sup> January 2005 to 05<sup>th</sup> January 2010 his salary was paid under Republic of Ireland Income tax and Social Insurance contributions.

Accordingly, the Tribunal awards the appellant a statutory redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007, based on his continuous service and the following information:

Date of birth:	22 <sup>nd</sup> June 1953
Date employment commenced:	01 <sup>st</sup> January 2005
Date employment ended:	05 <sup>th</sup> January 2010
Gross weekly wage:	€1,150.00

Note this award is subject to the correct contributions having been made to the Social Insurance Fund. Also note that a statutory weekly ceiling of €600.00, applies to payments from the Social

Insurance Fund.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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