

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:
EMPLOYEE –*appellant*

CASE NO.
RP2314/2009
MN1920/2009
WT877/2009

Against

EMPLOYER –*respondent*

Under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005 ORGANISATION OF WORKING TIME ACT, 1997

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr D. Hayes

Members: Ms J. Winters
Mr G. Whyte

heard this appeal at Navan on 13th October 2010

Representation:

Appellant: In Person

Respondent: No appearance or representation

Determination

By letter dated the 31st of July 2009 the respondent conceded that a redundancy situation existed. The Tribunal awards the appellant a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	12 th July 1976
Date of Commencement:	5 th March 2004
Date of Termination:	31 st July 2009
Gross Pay:	€770.84

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

It should be noted that a statutory weekly ceiling of €600.00 applies to payments from the Social Insurance Fund.

The Tribunal find that the appellant's employment was terminated without notice, therefore award him €3,083.36, being four weeks' pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal find that the appeal under the Organisation of Working Time Act, 1997 succeeds and awards the appellant €1927.10 being the equivalent to 12.5 days annual leave.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)