

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO:

EMPLOYEE

RP2993/2009
MN2387/2009

- appellant

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. N. Russell

Members: Mr. J. Hennessy
Ms. S. Kelly

heard this appeal in Clonmel on 15 December 2010

Representation:

Appellant: XXXXX

Respondent: Not Present or Represented

The decision of the Tribunal was as follows:

Determination:

Having heard the uncontested evidence adduced by the appellant and the documentation submitted the Tribunal finds that the appellant was made redundant.

Accordingly, the appeal under the Redundancy Payments Acts, 1967 to 2007 succeeds and awards the appellant a redundancy lump sum, which is to be calculated on the basis of the following criteria:

Date of Birth:	05 May 1971
Date of Commencement:	09 August 2004
Date of Termination:	14 August 2009
Gross Pay:	€ 955.00

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 payments from the social insurance fund are limited to a maximum of €600.00 per week.

Loss having been established the Tribunal awards the sum of € 2,865.00, this being 3 weeks gross wages, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

It must be noted that the appellant would be entitled to 4 weeks minimum notice but he worked 1 week of it and therefore is only entitled to an award of 3 weeks gross wages.

Sealed with the seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)