<div align="center">**EMPLOYMENT APPEALS TRIBUNAL**</div>

CLAIMS OF: CASE NO.

EMPLOYEE   UD1789/2009
                                                                         RP2018/2009
                                                                         MN1715/2009

Against

EMPLOYER

EMPLOYER

under

<div align="center">**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005**
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007
UNFAIR DISMISSALS ACTS, 1977 TO 2007</div>

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms. D. Donovan
Members: Mr. J. Hennessy
            Mr. F. Dorgan

heard this claim at Waterford on 8th February 2011

Representation:
_____

Claimant:
        Ms. Geraldine Malone, Branch Official, Siptu, Connolly Hall, Summerhill, Waterford

Respondents:
        The respondent in person

The determination of the Tribunal was as follows:-

Claimant's case

At the outset the claimant withdrew his claim under the Unfair Dismissals Acts, 1967 to 2007 and the Minimum Notice And Terms Of Employment Acts, 1973 to 2005.

The claimant stated that he commenced employment with the respondent on 7th April 2003 and that he was let go on 1st August 2009 due to a downturn in business. At the time of termination of employment the claimant was being paid €425.00 gross per week. The claimant did not receive any payment in respect of a redundancy lump sum.

Respondent's case

The respondent agreed that the employment dates and gross pay given by the claimant were correct and stated that he could not continue to employ the claimant due to the downturn in business. However the respondent also stated that he could not afford to pay the claimant a redundancy lump sum.

Determination

Having considered the evidence adduced the Tribunal awards the claimant a lump sum redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

DOB	15th February 1982
Commencement Date	7th April 2003
Date notice received	N/A
Termination date	1st August 2009
Gross pay	€425.00

This award is made subject to the claimant having been in insurable employment, during the relevant period, in accordance with the Social Welfare Acts.

Sealed with the Seal of the

Employment Appeals Tribunal

This   _____

(Sgd.) _____
     (CHAIRMAN)