

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:
EMPLOYEE – *appellant*

CASE NO.
RP1011/2010

Against

EMPLOYER – *respondent*

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms F Crawford BL

Members: Mr T O'Sullivan
Mr G Whyte

heard this appeal at Dublin on 12th January 2011

Representation:

Appellant(s) : In person

Respondent(s) : In person

The decision of the Tribunal was as follows:-

The respondent company employed the appellant as an apprentice from September 1st 2005 until 17th July 2009. The appellant commenced his final phase in June 2009. A representative of the company submitted that he believed that the appellant's apprenticeship was completed in July 2009 and that he had terminated the appellant's employment within a month of his completion and was therefore not entitled to a redundancy payment.

The appellant contended that his apprenticeship was not complete until after the date of his dismissal and that he was therefore entitled to a redundancy payment. The appellant was asked to submit documentation to the Tribunal confirming the completion date of his apprenticeship. Subsequent documents received stated that the appellant's apprenticeship completion date was January 28th 2010.

Determination:

Based on the evidence adduced and the documents submitted the Tribunal is satisfied that the completion date of the appellant's apprenticeship was January 28th 2010. Accordingly, the Tribunal finds that a redundancy situation existed and that the appellant is entitled to a redundancy lump sum payment under the Redundancy Payments Acts, 1967 to 2007, based on the following information:

Date of Birth:	7 th May 1987
Date of Commencement:	1 st September 2005
Date of Termination:	17 th July 2009
Weekly Gross Pay:	€550.00

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

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)