

**EMPLOYMENT APPEALS TRIBUNAL**

CLAIM(S) OF:  
EMPLOYEE – *claimant*

CASE NO.  
UD2017/2009  
RP2272/2009  
MN1897/2009  
WT861/2009

against

EMPLOYER – *respondent*

under

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
ORGANISATION OF WORKING TIME ACT, 1997  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007  
UNFAIR DISMISSALS ACTS, 1977 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms P McGrath BL

Members: Mr N Ormond  
Mr N Dowling

heard this claim at Dublin on 18th February 2011

Representation:

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Claimant(s): Ms Sarah Jane Hillery BL  
Ms Mary Cowhey  
Mary Cowhey & Company, Solicitors  
Suite 2/3 Manor Mills, Maynooth, Co Kildare

Respondent(s): Mr Micheál Corry  
Con O'Leary & Co, Solicitors  
6 The Mall, Leixlip, Co Kildare

The determination of the Tribunal was as follows:-

A Director of the respondent company confirmed that a redundancy situation existed in the company at the end of May 2009 and that the claimant is entitled to a redundancy payment. All employees were made redundant.

The claims under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, Organisation of Working Time Act, 1997 and the Unfair Dismissals Acts, 1977 to 2007, were withdrawn during the hearing.

**Determination:**

The Tribunal finds that the claimant's position with the respondent company was made redundant on May 29<sup>th</sup> 2009. The start date was March 20<sup>th</sup> 2006. An order is made under the Redundancy Payments Acts, 1967 to 2007. Accordingly, the claimant is entitled to a redundancy lump sum payment under the Redundancy Payments Acts, 1967 to 2007, based on the following information:

Date of Birth:	15 <sup>th</sup> May 1980
Date of Commencement:	20 <sup>th</sup> March 2006
Date of Termination:	29 <sup>th</sup> May 2009
Weekly Gross Pay:	€900.00

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 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)