

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:

EMPLOYEE (**appellant**)

CASE NO.
RP1553/2010

against

EMPLOYER (**respondent**)

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr T Ryan

Members: Mr N Ormond
Mr A Butler

heard this appeal at Dublin on 1st March 2011

Representation:

Appellant: In person

Respondent: In person

The determination of the Tribunal was as follows:

The appellant told the Tribunal that he had approached his employer about going on a career break. He understood that there was a mutual agreement that he would have a job when he returned. There was nothing agreed in writing to confirm this. According to the respondent there was no agreement that the appellant would have a job on his return. He had merely said that he would take him on if there was work available on his return.

Determination

Based on the evidence the Tribunal finds that a Redundancy situation existed and that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007, based on the following information:

Date of birth: 13th February 1981
Date of commencement: 1st September 2003
Date of termination: 9th March 2010
Gross weekly pay: €1,063.00

It should be noted that payments from the social insurance fund are limited to a maximum of €600 per week. 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)

