

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE - appellant

CASE NO.  
RP501/2010  
MN286/2010

against

EMPLOYER

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. D. Hayes BL

Members: Mr. F. Moloney  
Mr. S. O'Donnell

heard this appeal in Navan on 12 January 2011

Representation:

\_\_\_\_\_

Appellant(s)  
In person

Respondent(s):  
No attendance or representation

The decision of the Tribunal was as follows:-

The appellant claimed that her employment, which commenced on 2 September 2005, ended without notice by reason of redundancy on 2 September 2009 which was the date of termination of a period of maternity leave. The shop in which she had worked for the respondent was now closed. She had received no formal notice of that closure. Her gross weekly pay was assessed at €520.00 based on a net weekly pay of €400.00.

No evidence was offered by the respondent at the hearing to dispute the appellant's claims.

**Determination:**

Having heard the evidence, the Tribunal was satisfied that the appellant's gross weekly pay was €520.00. The Tribunal was also satisfied that the respondent was properly put on notice of the time and place of hearing.

Under the Redundancy Payments Acts, 1967 to 2007, the Tribunal finds that the appellant is entitled to a redundancy lump sum based on the following details:

Date of birth:	26 May 1982
Date of commencement:	02 September 2005
Date of termination:	02 September 2009
Gross weekly pay:	€520.00

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

Allowing the claim lodged under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the appellant the sum of €1,040.00 (this amount being equivalent to two weeks' gross pay at €520.00 per week).

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

(Sgd.) \_\_\_\_\_  
(CHAIRMAN)