

**EMPLOYMENT APPEALS TRIBUNAL**

**APPEAL OF:**

**CASE NO.**

EMPLOYEE

- appellant

RP988/10

MN684/10

**Against**

EMPLOYER - respondent

**under**

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms O. Madden B.L.

Members: Mr. R. Prole  
Mr M. O'Reilly

heard this appeal at Naas on 22nd March 2011.

**Representation:**

Appellant : Mr Richard Grogan, Richard Grogan & Associates, Solicitors,  
16 & 17 College Green, Dublin 2

Respondent: In person

The decision of the Tribunal was as follows:-

**Determination:**

The respondent conceded that a redundancy situation applied in this case.

The Tribunal finds that the appellant was made redundant and is entitled to a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 2<sup>nd</sup> June 1971  
Date of Commencement: 27<sup>th</sup> November 2006  
Date of Termination: 3<sup>rd</sup> July 2009  
Gross Weekly Wage: €527.00

The Tribunal is satisfied that the appellant did not receive payment in lieu of notice as required by

statute, despite the respondent's evidence to the contrary, and that he is entitled to €1054.00, being the equivalent of two weeks notice under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

These awards are subject to the appellant having been in employment, which is insurable for all purposes under the Social Welfare Consolidation Act 2005.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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