

**EMPLOYMENT APPEALS TRIBUNAL**

APPEALS OF:

CASE NO.

EMPLOYEE  
MN1276/2010

RP1797/2010

against  
EMPLOYER

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. M. Levey B.L.  
Members: Mr. J. Goulding  
Ms. E. Brezina

heard this appeal at Dublin on 5th April 2011

Representation:

\_\_\_\_\_

Appellant:

The appellant in person

Respondent:

The respondent in person

The decision of the Tribunal was as follows:-

The appellant stated that she commenced employment with the respondent on 29<sup>th</sup> January 2007 and was made redundant on 5<sup>th</sup> March 2010 due to a downturn in business. The appellant worked on a part time basis and was paid €190.00 gross per week. The appellant has not received a redundancy payment from the respondent. Furthermore the appellant stated that she had not been given proper notice of redundancy.

The respondent agreed with the above dates of employment and rate of pay. She confirmed that the appellant had been made redundant but stated that she was unable to pay the redundancy lump sum due to financial constraints. The respondent also stated that she had paid the appellant all, except two days, of the required notice period and that she would now pay those two days to her.

## **Determination**

Having considered the evidence adduced the Tribunal awards the appellant €76.00 under the Minimum Notice And Terms Of Employment Acts, 1973 to 2005 and a lump sum redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

DOB	23 <sup>rd</sup> May 1975
Commencement Date	29 <sup>th</sup> January 2007
Date notice received	24 <sup>th</sup> February 2010
Termination date	5 <sup>th</sup> March 2010
Gross pay	€190.00

This award is made subject to the claimant having been in insurable employment, during the relevant period, in accordance with the Social Welfare Acts.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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

