

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE – *appellant*

CASE NO.  
RP1307/2010  
MN910/2010

against

EMPLOYER – *respondent*

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 C Corcoran BL

Members: Mr A O'Mara  
Mr G Whyte

heard this appeal at Trim on 6th May 2011

Representation:

\_\_\_\_\_

Appellant(s): In person

Respondent(s): No appearance by Liquidator

The decision of the Tribunal was as follows:

There was no appearance by the Liquidator of the respondent company at the hearing. The Tribunal is satisfied that the Liquidator was on notice of the hearing.

The appellant gave evidence that the company got into financial difficulties. Her hours were reduced from three days per week to one day per week by the end of her employment. She received a text message from her employer instructing her that they would be working from his home the following week and to have everything moved from the office by then. The appellant attempted to reply to the message on her work phone but it had been disconnected. She was unable to contact her employer after that time.

**Determination:**

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

Date of Birth: 19<sup>th</sup> October 1960  
Date of Commencement: 7<sup>th</sup> May 2004  
Date of Termination: 13<sup>th</sup> April 2010  
Weekly Gross Pay: €462.10

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

The Tribunal awards the appellant €1,848.40 (one thousand, eight hundred and forty-eight euro, forty cent) in respect of four weeks' pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. The date of termination has been amended to reflect this award.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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