

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

EMPLOYEE –**Appellant**

RP2641/2010  
MN1882/2010  
WT520/2011

against

EMPLOYER –**Respondent**

under

### **REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005 ORGANISATION OF WORKING TIME ACT, 1997**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. D. MacCarthy S.C.

Members: Mr. E. Handley  
Mr. S. O'Donnell

heard these appeals at Dublin on 13 June 2011

#### **Representation:**

Appellant:

Yvonne Collins, Bannon Clinch Collins Solicitors, 12A Main Street,  
Rathfarnham, Dublin 14

Respondent:

Mr. Gerard Martin, T/A Martin & Co. Accountants,  
Quarry View, Millicent Road, Clane, Co. Kildare

The determination of the Tribunal was as follows:

#### **Determination:**

The Tribunal finds that the appellant was dismissed by reason of redundancy and, accordingly, is entitled to a lump sum payment of €9564-00 under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

Date of Birth	21 June 1965
Employment commenced	13 January 2003
Employment ended	10 August 2010
Gross weekly pay	€823-97

There was a period of non-reckonable service, by reason of lay off, from 2 July 2010 until 10 August 2010.

This award is made subject to the appellant having been in insurable employment under the Social Welfare Consolidation Act, 2005 during the relevant period. It should be noted that payments from the social insurance fund are limited to a maximum of €600-00 per week

The Tribunal awards €3,295-88, being four weeks' pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal awards €823-97 arrears of holiday pay under the Organisation Of Working Time, 1997.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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