

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:
EMPLOYEE

CASE NO.
MN2268/2010
RP3128/2010

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: Mr T. Taaffe

Members: Ms J. Winters
Ms. A. Moore

heard this appeal at Cavan on 15th July 2011

Representation:

Appellant: Mr John Keaney, Keaney Nevin, Solicitors, 6 Tower Hamlet,
Farnham Street, Cavan, Co Cavan

Respondent: No appearance or representation on behalf of the respondent.

The decision of the Tribunal was as follows:-

The Tribunal is satisfied that the respondent was properly notified of this hearing.
Neither the respondent nor a representative on its behalf appeared for this hearing.

The appellant commenced employment with the respondent on 18th September 2007 and was laid off shortly before Christmas of 2009. In April of 2010 he heard from other employees that the company had closed down. In late April 2010 the appellant met with the company accountant who gave him his P60 and P45 confirming his date of cessation as 16th April 2010.

Having heard and considered the background and circumstances to this case the Tribunal finds that the appellant's employment was terminated by way of redundancy. Accordingly, the appeal under the Redundancy Payments Acts, 1967 to 2007 is allowed and he is awarded a statutory lump sum

under those Acts, and based on the following:

Date of Birth: 12 September 1986
Date of Commencement: 18 June 2007
Date of Termination: 16 April 2010
Gross Weekly Wage: €410.00

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

The Tribunal also awards the equivalent of 2 weeks wage under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

