

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:

CASE NO.

EMPLOYEE

appellant

RP2351/2010

against

EMPLOYER

EMPLOYER

respondent

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. T. Ryan

Members: Mr. T. O'Sullivan
Mr N. Dowling

heard this appeal at Dublin on 17th June 2011

Representation:

Appellant(s): The appellant in person

Respondent(s): Mr Ray Carolan, 47 Castlemoyne, Balgriffin, Dublin 13

The decision of the Tribunal was as follows:-

Determination

The appellant commenced employment with the respondent as an apprentice hairdresser in November 2005. She worked with the respondent for four and a half years. The respondent outlined that it was normal practice that a hairdresser left the salon and sought work elsewhere and that redundancy was not applicable. The appellant worked a four-day week since January 2009 and was short sixty-two days of practical experience to complete her apprenticeship. The appellant needed extra training, as one year of her service had not reached the required standard. The appellant was not informed in writing about this matter. She was given notice on the 4th May 2010 and her employment ended on the 13th May 2010. When she sought redundancy she was offered her job back on the 18th May 2010.

There was a lack of clarity regarding the appellant's apprenticeship and on that basis the Tribunal determines that the appellant is entitled to a redundancy lump sum payment under the Redundancy

Payments Acts, 1967 to 2007 based on the following criteria:

Date of birth:	5 th September 1981
Date employment began	1 st November 2005
Date employment ended	13 th May 2010
Gross weekly pay	€290.00

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

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

