

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:  
EMPLOYEE                    -Appellant

CASE NO.  
RP1101/2011  
MN860/2011  
WT330/2011

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. R. Maguire B.L.

Members: Mr. D. Winston  
              Mr. M. O'Reilly

heard this appeal at Dublin on 24th May 2011

### **Representation:**

Appellant:                    In Person

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

### **The decision of the Tribunal was as follows:**

The appellant gave evidence with the assistance of a Tribunal appointed translator.

Based on the appellant's uncontested evidence the Tribunal finds that he is entitled to a lump sum payment under the Redundancy Payments Acts, 1967 to 2007, based on the following criteria:

|                       |                             |
|-----------------------|-----------------------------|
| Date of Birth:        | 16 <sup>th</sup> March 1952 |
| Date of Commencement: | 9 <sup>th</sup> May 2005    |
| Date of Termination:  | 14 <sup>th</sup> April 2010 |
| Gross Weekly Pay:     | €745.00                     |

It should be noted that payments from the social insurance fund are limited to a maximum of €600.00 per week.

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

The appellant gave evidence that he was provided with only one day's notice. The Tribunal finds

that the appellant is entitled to the sum of €1,341.00 (being the equivalent of nine days' gross pay) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The appellant stated that he had only received one week's holidays. The Tribunal finds that the appellant is entitled to the sum of €2,235.00 (being the equivalent of three weeks' gross pay) under the Organisation of Working Time Act, 1997.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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