

**EMPLOYMENT APPEALS TRIBUNAL**

CLAIMS OF:

CASE NO.

EMPLOYEE-*Appellant*

UD1082/2010

RP1499/2010

MN1048/2010

WT444/2010

against

EMPLOYER-*Respondent*

under

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
ORGANISATION OF WORKING TIME ACT, 1997  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007  
UNFAIR DISMISSALS ACTS, 1977 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. L. Ó Catháin

Members: Ms. M. Sweeney  
Ms. H. Kelleher

heard this claim at Cork on 22nd August 2011

Representation:

Claimant: The claimant in person

Respondent: The respondent in person

At the outset the claimant withdrew her claim under the Unfair Dismissals Acts, 1977 to 2007.

It was common case that the claimant was let go without notice when the respondent's business closed down on 5<sup>th</sup> May 2010. The claimant had been working there since 30<sup>th</sup> October 2006 on an apart time basis averaging 25 hours per week and was paid €10.00 per hour.

During the entire period of employment the claimant never took holidays, nor was she paid in lieu of holidays.

**Determination**

Having considered the evidence adduced the Tribunal awards the claimant €500.00 under the Minimum Notice And Terms Of Employment Acts, 1973 to 2005 and €1,500.00 under the

Organisation Of Working Time Act, 1997.

The Tribunal also awards the claimant a lump sum redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

DOB	4 <sup>th</sup> March 1980
Commencement Date	30 <sup>th</sup> October 2006
Date notice received	N/A
Termination date	5 <sup>th</sup> May 2010
Gross pay	€250.00 per week

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

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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

