

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:
EMPLOYEE

CASE NO.
RP1449/2010
MN1017/2010

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 P. Hurley

Members: Mr. W. O'Carroll
Ms. H. Murphy

heard this appeal at Galway on 26th August 2011

Representation:

Appellant: In person

Respondent: No appearance by or on behalf of the respondent

The decision of the Tribunal was as follows:-

There was no appearance by or on behalf of the respondent and the Tribunal is satisfied that the respondent was properly notified of the hearing.

The appellant stated that he commenced employment with the respondent on 18th May 2005 and was let go by way of a letter dated 26th November 2009 which stated that employment had ended with immediate effect. At the time of termination of employment the appellant was being paid €600.00 gross per week. The appellant did not receive any payment from the respondent in respect of a lump sum redundancy payment nor any payment in respect of minimum notice.

Determination

Under the Redundancy Payments Acts, 1967 to 2007, the Tribunal finds that the appellant is entitled to a redundancy lump sum based on the following details:

DOB	19 th November 1979
Commencement Date	18 th May 2005
Date notice received	N/A
Termination date	25 th November 2009
Gross pay	€600.00 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.

It should be noted that any payment made through the Social Insurance Fund is calculated based on maximum earnings of €600.00 per week.

Allowing the claim lodged under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the appellant the sum of €1200.00 (this amount being equivalent to two weeks gross pay at €600.00 per week).

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

