

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:  
EMPLOYEE

*-Appellant*

CASE NO.  
RP784/2011  
MN602/2011

against  
EMPLOYER

*-Respondent*

under

### REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. T. Ryan

Members: Mr. T. O'Sullivan  
Mr. O. Nulty

heard this appeal at Mullingar on 16th September 2011

#### **Representation:**

Appellant: Ms. Barbara Mebtouche, TRIANA, Independent Advice &  
Information Bureau, 13 Store Street, Dublin 1

Respondent: A director of the company.

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

The director of the company confirmed that the appellant's employment had terminated by reason of redundancy. He was unable to confirm whether or not the appellant had received his minimum notice entitlement. The appellant gave evidence with the assistance of a Tribunal appointed translator that he had not received his notice entitlement nor been paid in lieu of it.

#### **Determination:**

The Tribunal finds that the appellant is entitled to a lump sum payment under the Redundancy Payments Acts, 1967 to 2007, based on the following criteria:

Date of Birth:	25 <sup>th</sup> June 1969
Date of Commencement:	21 <sup>st</sup> August 2006
Date of Termination:	10 <sup>th</sup> March 2010
Gross Weekly Pay:	€580.32

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

The Tribunal also finds that the appellant is entitled to the sum of €1,160.64 (being the equivalent of two weeks' gross pay) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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