

## EMPLOYMENT APPEALS TRIBUNAL

**APPEAL OF:**

**CASE NO.**

EMPLOYEE - appellant

UD2021/10

against the recommendation of the Rights Commissioner in the case of:

EMPLOYER - respondent

EMPLOYER - respondent

EMPLOYER - respondent

**under**

### UNFAIR DISMISSALS ACTS, 1977 TO 2007

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr J. Revington S.C.

Members: Mr C. McHugh  
Mr. J. Dorney

heard this appeal at Dublin on 5th May 2011 and 22nd September 2011.

#### **Representation:**

Appellant: Ms Deirdre Canty, SIPTU, Liberty Hall, Dublin 1 on 5<sup>th</sup> May 2011  
And  
In person on 22<sup>nd</sup> September 2011

Respondent: In person

The determination of the Tribunal was as follows:-

This case came before the Tribunal where the appellant was appealing against the Recommendation of the Rights Commissioner under the Unfair Dismissals Acts, 1977 to 2007 (ref. r-088952-ud-09/TB).

The appellant commenced employment on 14<sup>th</sup> November 2005 and worked as a carer on a bus, which transported people with special needs to their workshops daily. He contended that he was let go on 17<sup>th</sup> July 2009 after a disagreement with the respondent. The respondent handed him a letter, which stated that they had no option but to make him redundant due to daily cuts in the company. The appellant felt that the respondent wanted to get rid of him. The appellant contended that someone else replaced him in his job.

The respondent contended that family members replaced the appellant in his role.

**Determination:**

The Tribunal affirms the recommendation of the Rights Commissioner under the Unfair Dismissals Acts, 1977 to 2007 and awards the appellant €1500.00.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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