

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL OF:

CASE NO.

EMPLOYEE – *appellant*

RP3035/2010  
MN2194/2010

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: Ms. K. T. O'Mahony BL.

Members: Mr. D. Hegarty  
Mr. J. Flavin

heard this appeal in Cork on 14<sup>th</sup> June 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. The Tribunal is satisfied that the respondent was properly notified of the hearing.

The appellant stated that he commenced employment with the respondent on 1<sup>st</sup> November 2003,

and was let go on 30<sup>th</sup> October 2009. At the time of the termination of his employment the appellant was being paid €615.22 gross per week. The appellant did not receive any payment from the respondent in respect of a lump sum redundancy payment.

### **Determination**

Having considered the uncontested evidence of the appellant the Tribunal awards him a lump sum redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

Date of Birth:	11 <sup>th</sup> June 1965
Date of Commencement:	1 <sup>st</sup> November 2003
Date of Termination:	30 <sup>th</sup> October 2009
Gross Weekly Wage:	€615.22

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

It should be noted that a statutory weekly ceiling of €600.00 currently applies to payments from the Social Insurance Fund.

Based on the uncontested evidence of the claimant the Tribunal is satisfied that his employment was terminated without notice. Accordingly the Tribunal award the claimant €2460.88 being the equivalent of four weeks 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)