

**EMPLOYMENT APPEALS TRIBUNAL**

**APPEALS OF:**  
EMPLOYEE

**CASE NO:**  
UD2513/2009  
RP2940/2009  
MN2355/2009

*- claimant*

Against  
EMPLOYER

*- respondent*

under

**UNFAIR DISMISSALS ACTS, 1977 TO 2007**  
**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**  
**MINIMUM NOTICE OF TERMS OF EMPLOYMENT ACTS, 1973 TO 2005**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. D. Herlihy

Members: Mr. W. O'Carroll  
Ms. S. Kelly

heard this appeal in Limerick on 27 July 2011

**Representation:**

Appellant: Gerard Tobin, Limerick Citizens Information Centre,  
54, Catherine Street, Limerick

Respondent: Holmes O'Malley Sexton, Solicitors, Bishopsgate, Henry Street,  
Limerick  
Brian McEnery, Horwath Bastow Charleton, Horwath House,  
The Red Church, Henry Street, Limerick

The decision of the Tribunal was as follows:

The claim under the Unfair Dismissals Acts, 1977 to 2007 was withdrawn.

**Determination:**

Having carefully considered the evidence adduced by both parties in this case, the Tribunal finds that the appeal under the Redundancy Payments Acts, 1967 to 2007 succeeds and awards the appellant a redundancy lump sum, which is to be calculated on the basis of the following criteria:

Date of Birth:	22 March 1983
Date of Commencement:	01 November 2006
Date of Notice Given:	08 March 2009
Date of Termination:	08 March 2009
Gross Pay:	€ 402.98

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

Loss having been established the Tribunal awards the sum of € 805.96, this being 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)