

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

EMPLOYEE

RP770/2011
MN593/2011

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: Ms. K.T. O'Mahony B.L.

Members: Ms. M. Sweeney

Mr. D. Mcevoy

heard this appeal at Cork on 2nd December 2011

Representation:

Appellant: The appellant in person

Respondent: No appearance by or on behalf of the respondent

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

Appellant's case

The appellant is a solicitor and he worked for the respondent from 3rd August 2001 to 6th September 2010. Due to a downturn in business, the appellant was made redundant on 6th September 2010. He was not given any notice of redundancy, nor was he paid in lieu of such notice and he has not received any payment in respect of a redundancy lump sum.

Determination

Having considered the uncontested evidence of the appellant the Tribunal awards him €2,769.24, being 4 weeks pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 together with a lump sum redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

DOB	4 th August 1941
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Commencement Date	3 rd August 2001
Date notice received	N/A
Termination date	6 th September 2010
Gross pay	€692.31

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 gross earnings of €600.00 per week.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

