

EMPLOYMENT APPEALS TRIBUNAL

CLAIM OF:

CASE NO.

EMPLOYEE

- appellant

UD1315/10

RP1783/10

MN1267/10

Against

EMPLOYER

- respondent

under

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

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms P. McGrath BL

Members: Mr C. Lucey
Mr M. O'Reilly

heard this claim at Naas on 17th January 2012.

Representation:

Claimant: Mr. Blazej Nowak, Polish Consultancy Enterprise, 107 Amiens
Street, Dublin 1

Respondent: No appearance by or on behalf of the respondent

The determination of the Tribunal was as follows:-

At the outset of the hearing the claim under the Unfair Dismissals Acts, 1977 to 2007 was withdrawn.

Determination:

The Tribunal is satisfied that the respondent was duly notified of the hearing. Neither the respondent nor a representative appeared on their behalf at the hearing.

Upon the claimant's return from holidays in early 2010 he was given his P45. Based on the uncontested evidence of the claimant, the Tribunal finds that he is entitled to a

redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth: 20th January 1956
Date of Commencement: 27th February 2007
Date of Termination: 1st February 2010
Gross Weekly Wage: €497.00

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

The Tribunal also awards the claimant €994.00 being the equivalent of two 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)