

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:

CASE NO.

EMPLOYEE

RP1571/2011

against  
EMPLOYER

under

### REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. N. O'Carroll-Kelly BL

Members: Mr. M. Carr  
Ms. A. Moore

heard this appeal at Monaghan on 15th February 2012

Representation:

Appellant: The appellant in person

Respondent: Respondent in person

#### **Background**

It was common case that the appellant commenced employment with the respondent on 10<sup>th</sup> January 2003 and was made redundant on 17<sup>th</sup> December 2010. At the date of termination the appellant was earning €350.00 gross per week.

The respondent stated that he was unable to pay the appellant his redundancy lump sum due to financial constraints.

#### **Determination**

Having considered the evidence adduced the Tribunal awards the appellant €657.10 under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 and a lump sum redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

DOB	23 <sup>rd</sup> March 1984
Commencement Date	10 <sup>th</sup> January 2003
Date notice received	N/A
Termination date	17 <sup>th</sup> December 2010
Gross pay	€350.00

This award is made subject to the claimant having been in insurable employment, during the relevant period, in accordance with the Social Welfare Acts.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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

