

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

EMPLOYEE

RP1875/2011

MN1501/2011

against

1. EMPLOYER
2. 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. N. O'Carroll-Kelly BL

Members: Mr. M. Carr

Ms. A. Moore

heard this appeal at Monaghan on 15th February 2012

Representation:

Appellant:

Ms Geraldine Duffy, County Monaghan Citizens Information
Service, 23 North Road, Monaghan, Co Monaghan

Respondent:

No appearance by or on behalf of the respondent

There was no appearance by or on behalf of the respondent. Notification of the hearing was sent by registered post to both EMPLOYERS. The notification sent to The Secretary could not be delivered by An Post and was returned to the Tribunal and the Tribunal then sent the notice by ordinary post. However the notice sent by registered post to EMPLOYER 1 was delivered by An Post. Therefore the Tribunal is satisfied that the respondents were properly notified of the hearing.

Claimant's case

The appellant stated that she commenced employment with the respondent on 10th April 2008 and was let go when the business closed down on 29th March 2011. At the time of termination of employment the appellant was being paid €140.00 gross per week. The appellant did not receive any payment from the respondent in respect of a lump sum redundancy payment. The

claimant received three days notice of redundancy.

Determination

Having considered the uncontested evidence of the appellant the Tribunal awards her €196.00 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	20 th July 1977
Commencement Date	10 th April 2008
Date notice received	N/A
Termination date	29 th March 2011
Gross pay	€140.00

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)