

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:  
EMPLOYEE *-appellant*

CASE NO.  
RP1559/2011  
MN1285/2011

against  
EMPLOYER *-respondent*

under

### REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms P. McGrath B.L.

Members: Mr. N. Ormond  
Mr P. Trehy

heard this appeal at Dublin on 29th March 2012

#### Representation:

Appellant: Mr Michael Hinkson, Brophay Solicitors, 38-40 Parliament Street, Dublin 2

Respondent: Mr Krystian Boino, JC Hoban & Company, Solicitors, Suite 114,  
The Capel Building, Mary's Abbey, Dublin 7

#### Determination

The respondent's representative conceded that a redundancy situation existed within the company. Based on the uncontested evidence of the appellant, the Tribunal award him a Redundancy Lump Sum based on the following;

Date of Birth:	2 <sup>nd</sup> December 1976
Employment Commenced:	5 <sup>th</sup> August 2008
Employment Ended:	6 <sup>th</sup> January 2011
Gross:	€960.00

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts, during the relevant period. Please note a statutory ceiling of €600.00 applies to all payments from the Social Insurance Fund.

The Tribunal finds that the claim under the Minimum Notice and Terms of Employment Acts 1973 to 2005 succeeds and awards the appellant €1,920.00 being the equivalent to two weeks'

pay in lieu of notice.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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