

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:
EMPLOYEE – *appellant*

CASE NO.
RP2777/2011
MN2200/2011

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 C. Egan B.L.

Members: Mr T. Gill
Ms H. Henry

heard this appeal at Galway on 1st March 2012

Representation:

Appellant(s): Mr Derek Hampson
Bell & Carroll
Solicitors
21 Middle Street, Galway

Respondent(s) : Ms Fiona O'Connor
Tom Smyth & Associates
61 St Marys Road, Middleton, Cork

The decision of the Tribunal was as follows:-

The respondent's representative explained that a redundancy situation occurred in relation to the appellant's position. The representative conceded the appeal under the Redundancy Payments Acts, 1967 to 2007. The representative disputed that the appellant was entitled to apayment under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, as he had served his employer with a RP9 form.

Determination:

The Tribunal is satisfied that a redundancy situation occurred and that the appellant is entitled to a redundancy lump sum payment under the Redundancy Payments Acts, 1967 to 2007, based on the following information:

Date of Birth:	23 rd October 1980
Date of Commencement:	22 nd January 2001
Date of Termination:	14 th January 2011
Weekly Gross Pay:	€425.25

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

The Tribunal also awards the appellant €1,701.00 (one thousand, seven hundred and one euro) in respect of 4 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)