

**EMPLOYMENT APPEALS TRIBUNAL**

CLAIMS OF:  
EMPLOYEE *-claimant*

CASE NO.  
UD2108/2010  
RP2872/2010  
MN2068/2010  
WT937/2010

Against

EMPLOYER *-respondent*

Under

**UNFAIR DISMISSALS ACTS, 1977 TO 2007**  
**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**  
**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005**  
**ORGANISATION OF WORKING TIME ACT, 1997**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr C. Corcoran B.L.

Members: Mr M. Carr  
Mr J. Flannery

heard this claim at Trim on 11th January 2012

**Representation:**

\_\_\_\_\_

Claimant: In Person

Respondent: No appearance or representation on behalf of

The claim under the Unfair Dismissals Acts 1977 to 2007 was withdrawn at the outset.

**Claimant's Case**

The claimant worked for the respondent as a site foreman in the construction industry. The claimant's employment was terminated without notice when the respondent handed him his P45 and told him there was no more work available.

**Determination**

The Tribunal is satisfied based on his uncontested evidence that he was dismissed by reason of redundancy. Accordingly the Tribunal awards him a lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following:

Date of Birth: 18<sup>th</sup> May 1978  
Employment Start Date: 15<sup>th</sup> March 2007  
Employment Termination Date: 18<sup>th</sup> February 2010  
Gross weekly pay: €607.69

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period. Please note that a weekly ceiling of €600 applies to all awards made 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 claimant €1215.38 being the equivalent to two weeks' pay in lieu of notice.

The Tribunal awards the claimant €364.60 being the equivalent to 3 days annual leave under the Organisation of Working Time Act 1997.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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