

**EMPLOYMENT APPEALS TRIBUNAL**

CLAIM(S) OF:  
EMPLOYEE – *claimant*

CASE NO.  
UD1665/2010  
RP2230/2010  
MN1594/2010  
WT718/2010

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: Ms D. Donovan B.L.

Members: Mr J. Browne  
Ms S. Kelly

heard this claim at Wexford on 3rd February 2012

Representation:  
\_\_\_\_\_

Claimant(s): In person

Respondent(s): Mr Jason Bradshaw, Accountant  
Haydon Chartered Accountants  
110 Amiens Street, Dublin 1

The determination of the Tribunal was as follows:-

At the outset of the hearing the claimant withdrew his claims under the Unfair Dismissals Acts, 1977 to 2007 and Organisation of Working Time Act, 1997.

The respondent's representative explained that a redundancy situation occurred in relation to the claimant's position when the respondent ceased trading. The representative conceded the appeals under the Redundancy Payments Acts, 1967 to 2007 and Minimum Notice and Terms of Employment Acts, 1973 to 2005.

**Determination:**

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

Date of Birth: 24<sup>th</sup> January 1970  
Date of Commencement: 7<sup>th</sup> February 2007  
Date of Termination: 18<sup>th</sup> October 2010  
Weekly Gross Pay: €663.00

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period. It should be noted that a statutory weekly ceiling of €600.00 applies to payments from the Social Insurance Fund.

The Tribunal also awards the appellant €1,326.00 (one thousand, three hundred and twenty-six Euro) in respect of two 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)