

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:
EMPLOYEE
- *Appellant*

CASE NO.
RP540/2011

Against

EMPLOYER
- *Respondent*

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. D. Mac Carthy S C

Members: Mr C. McHugh
Mr C. Ryan

heard this appeal at Naas on 26th June 2012

Representation:

Appellant: In person

Respondent: In person

The decision of the Tribunal was as follows:-

Determination

The Tribunal heard evidence from both parties who confirmed that the appellant's employment was terminated by reason of redundancy. The respondent received 60% rebate from the Social Insurance Fund in respect of the appellant's redundancy. However the appellant did not receive his full statutory entitlement under the Redundancy Payments Acts 1967 to 2007 and is seeking payment of the 40% outstanding.

Accordingly, the Tribunal finds that the appellant is entitled to a lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following criteria:

Date of Birth:	21 st July 1981
Date of commencement:	23 rd February 2004
Date of Termination:	30 th January 2009
Gross Pay:	€532.17

This award is made subject to the appellant having been in insurable employment under the

relevant Social Welfare Acts.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)