

**EMPLOYMENT APPEALS TRIBUNAL**

**APPEAL(S) OF:**  
EMPLOYEE

**CASE NO.**  
RP3275/2010

*- appellant*

against  
EMPLOYER

*- respondent*

EMPLOYER

*- respondent*

under

**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. J. Fahy BL

Members: Mr. T. Gill  
Mr. T. Gill

heard this appeal at Galway on 20<sup>th</sup> April 2012  
and 26<sup>th</sup> July 2012

**Representation:**

Appellant(s) : In Person

Respondent(s) : C P Crowley, Solicitors, Augustine House, Merchants Road, Galway

The decision of the Tribunal was as follows:-

**Preliminary Issue:**

A preliminary issue was raised regarding the 12-month time limit for lodging an appeal under the Redundancy Payments Acts, 1967 to 2007. The appellant was let go from his employment on September 3<sup>rd</sup> 2009 and his T1A form was received by the Employment Appeals Tribunal Secretariat on November 17<sup>th</sup> 2010. This was over 10 weeks after the final date to lodge the appeal within the 12-month period.

The Act states that if the appellant can give reasonable cause(s) why the appeal was lodged outside the 12-month limit the Tribunal can extend the time frame for a further 12-month period.

The appellant told the Tribunal that there were two reasons why he had not lodged the appeal in time. The first reason given by the appellant was that he did not want to fight with the respondent, as he wanted to get a reference in order to get another job. The second reason was that he was having difficulties with his bank regarding a loan. He had received legal advice and was advised to lodge a claim.

**Determination:**

Having carefully considered the matter the Tribunal finds that the appellant has failed to show reasonable cause for not lodging a claim for redundancy payment within the time frame of 12 months and see no satisfying grounds for extending the time frame for another 12 month period.

The appeal under the Redundancy Payments Acts, 1967 to 2007 fails for want of prosecution.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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