

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:

EMPLOYEE - *appellant*

against

EMPLOYER - *respondent*

under

CASE NO.

RP323/2011  
MN275/2011  
WT75/2011

**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. J. Revington S.C.

Members: Mr. C. Lucey  
Ms. E. Brezina

heard this appeal in Dublin on 28<sup>th</sup> March 2012

Representation:

\_\_\_\_\_

Appellant: In Person

Respondent: Personal Representative in the Estate of the (Deceased) respondent

**Determination**

The Tribunal is satisfied based on the evidence of the appellant that she was dismissed by reason of redundancy. Accordingly the Tribunal awards her a redundancy lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following information:

Date of Birth: 2<sup>nd</sup> November 1955  
Date of commencement of employment: 14<sup>th</sup> March 2007  
Date of termination of employment: 31<sup>st</sup> December 2009  
Gross weekly pay: €450.00

Loss having been established the Tribunal awards the appellant compensation of €900.00 which is equivalent to two week's gross pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal also determines that the claimant is entitled to a further payment of €1,800.00 being the equivalent of four weeks holiday pay under the Organisation of Working Time Act 1997.

These awards are made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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