

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:

CASE NO.

EMPLOYEE

RP1345/2011

against
EMPLOYER

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. T. Ryan
Members: Mr. R. Prole
 Mr. N. Dowling

heard this appeal at Dublin on 15th August 2012

Representation:

Appellant:

The appellant in person

Respondent:

Company representative

Background

It was common case that the appellant commenced employment with the respondent on 5th November 1990 and was made redundant on 30th April 2010. At the date of termination of employment the appellant was earning €814.42 per week.

The respondent is unable to pay the redundancy lump sum due to financial constraints.

Determination

Having considered the evidence adduced the Tribunal awards the appellant a lump sum redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

DOB	3 rd November 1966
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Commencement Date	5 th November 1990
Date notice received	N/A
Termination date	30 th April 2010
Gross pay	€814.42 per week

This award is made subject to the claimant having been in insurable employment, during the relevant period, in accordance with the Social Welfare Acts.

It should be noted that any payment made through the Social Insurance Fund is calculated based on maximum earnings of €600.00 per week.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)