

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:  
EMPLOYEE – *appellant*

CASE NO.  
RP1340/2011  
MN1114/2011

against  
EMPLOYER – *respondent*

under

### MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005 REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr C Corcoran BL

Members: Mr F Cunneen  
Mr P Trehy

heard this appeal at Dublin on 14th August 2012

Representation:

\_\_\_\_\_

Appellant(s):

Respondent(s): In person

The decision of the Tribunal was as follows:-

The respondent 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 appellant is entitled to a redundancy lump sum payment under the Redundancy Payments Acts, 1967 to 2007, based on the following information:

Date of Birth:	7 <sup>th</sup> August 1978
Date of Commencement:	1 <sup>st</sup> October 1997
Date of Termination:	27 <sup>th</sup> August 2010
Weekly Gross Pay:	€680.00

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 appellant received two weeks' notice from his employer, but was entitled to 6 weeks. The Tribunal awards the appellant €2,720.00 (Euro) in respect of 4 weeks' pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. The date of termination has been amended to reflect this award.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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