

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:

CASE NO.

EMPLOYEE - *appellant*

RP1594/2011

Against

EMPLOYER - *respondent*

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms. K.T. O'Mahony B.L.

Members: Mr D. Hegarty
Mr J. Flavin

heard this appeal at Cork on 20th July 2012

Representation:

Appellant(s) :In person

Respondent(s) : No appearance by or on behalf of the respondent

Determination

The Tribunal is satisfied that all parties were properly notified of the hearing. There was no appearance by or on behalf of the respondent. Based on the uncontested evidence of the appellant the Tribunal finds that she was dismissed by reason of redundancy. The appellant commenced employment, working for a former owner of the business, in August 2003. As a result of two transfers of the business the appellant was employed by the respondent at the time she was made redundant on the 7 April 2011. Thus, under the *European Communities (Protection of Employees on Transfer of Undertakings) Regulations 2003* the appellant has continuity of service from the 15 August 2003 until the date of her dismissal by the respondent. The respondent informed her on the 4 April 2011 that the business was closing.

The Tribunal awards the appellant a lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following information:

Date of Birth:	16 January 1986
Date of Commencement:	15 August 2003
Date of Termination:	7 April 2011
Weekly Gross Pay:	€363.30

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period. Please note that a weekly ceiling of €600 applies to all awards made from the Social Insurance fund.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)