

**EMPLOYMENT APPEALS TRIBUNAL**

CLAIM OF:  
EMPLOYEE

CASE NO.  
RP960/2011  
MN744/2011  
UD685/2011

against

EMPLOYER

under

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007  
UNFAIR DISMISSALS ACTS, 1977 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. T. Ryan

Members: Mr. D. Winston  
Mr P. Trehy

heard this claim at Dublin on 2nd August 2012

Representation:

\_\_\_\_\_

Claimant: REP

Respondent: In person

The determination of the Tribunal was as follows:-

**Background**

The claimant began as an apprentice with the respondent on 24<sup>th</sup> September 2007. The apprenticeship was over seven modules and on completion of the 6<sup>th</sup> module the respondent advised the claimant not to proceed with the seventh one as redundancies were being considered and it would be in his best interest to remain as an apprentice. Redundancies occurred in March of 2010. The claimant was offered a six month contract following the completion of the apprenticeship. His position was reviewed in February of 2011 and it was decided by the respondent not to offer him a full time job.

## **Determination**

Having carefully considered the evidence adduced at the hearing, the Tribunal finds that there was a genuine redundancy and the claimant was dismissed by reason of redundancy.

In allowing the appeal under the Redundancy Payment's Acts, 1967 to 2007 the Tribunal awards him a statutory lump based on the following:

Date of Birth:	30 November 1986
Date of Commencement :	24 September 2007
Date of Termination:	14 February 2011
Gross Weekly Wage:	€510.00

Loss having been established, the Tribunal awards the claimant the sum of €1020.00, this being two weeks gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

This award is made subject to appellant having been in employment which is insurable for all purposes under the Social Welfare Acts during the relevant period.

Accordingly, the claim under the Unfair Dismissals Acts 1977 to 2007 fails.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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