

**EMPLOYMENT APPEALS TRIBUNAL**

**APPEAL OF:**  
EMPLOYEE

MN531/2011

**CASE NO.**  
RP680/2011

- *appellant*

WT191/2011

Against

EMPLOYER

- *Respondent*

under

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
ORGANISATION OF WORKING TIME ACT, 1997  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. E. Coughlan

Members: Mr P. Pierce  
Mr A. Butler

heard this appeal at Wicklow on 10th July 2012

**Representation:**

Appellant: In Person

Respondent: No appearance or representation

The decision of the Tribunal was as follows:-

There was no appearance by or on behalf of the respondent at the hearing on 10<sup>th</sup> July 2012. The appellant told the Tribunal that he worked for the respondent company since 2008. At the time of the termination of his employment he received payment in lieu of his notice entitlement under the Minimum Notice and Terms of Employment Acts 1973 to 2005. He had also received his full holiday entitlement under the Organisation of Working Time Act, 1997.

**Determination**

Based on the appellant's uncontested evidence the Tribunal finds that the appellant is entitled to a lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following criteria:

Date of Birth: 16<sup>th</sup> September 1978  
Date of Commencement: 27<sup>th</sup> June 2008  
Date of Termination: 22<sup>nd</sup> September 2010  
Gross Pay: €540.31

This award is made subject to the appellant having been in insurable employment under the relevant Social Welfare Acts.

The Tribunal dismiss the claims under the Organisation of Working Time Act, 1997 and the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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