

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:
EMPLOYEE

CASE NO.
RP954/2011
MN741/2011

- *Appellant*

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: Ms P. McGrath B.L.

Members: Mr. L. Tobin
Mr J. Jordan

heard this appeal at Naas on 22nd October 2012

Representation:

Appellant: REP

Respondent: In Person

The decision of the Tribunal was as follows:-

The Tribunal has carefully considered the evidence adduced. The Tribunal finds on balance that a redundancy situation existed. The greyhound industry has been in decline and the employer had been forced to make people redundant in the months preceding the events of October 2010.

The employer let the appellant go in circumstances where the decline was continuing and the appellant was not replaced. The appellant is therefore entitled to redundancy and minimum

notice, neither of which he received. 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 th May 1983
Date of Commencement:	05 th February 2007
Date of Termination:	08 th October 2010
Gross Pay:	€337.75

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

The Tribunal awards the appellant the sum of €675.50, two weeks pay, in respect of his notice entitlement under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)