

EMPLOYMENT APPEALS TRIBUNAL

CLAIMS OF:
EMPLOYEE
-claimant

CASE NO.
UD2273/2010
RP3065/2010

MN2219/2010

against

EMPLOYER
-respondent

under

UNFAIR DISMISSALS ACTS, 1977 TO 2007
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 S. Mc Nally

Members: Mr. D. Hegarty
Ms P. Doyle

heard this claim at Cork on 7th March 2012

Representation:

Claimant: Mr. David Waters, Sullivan Waters & Co.,
Solicitors, 19 West End, Mallow, Co Cork

Respondent: Ms Judy McNamara, Pennisula Business Services (Ireland)
Limited, Unit 3 Ground Floor, Block S, East Point Business Park, Dublin 3

Determination:

The Tribunal having heard the evidence of both parties in this case unanimously determine that a redundancy situation occurred in this case. The respondent shop closed down.

The claim under the Unfair Dismissals Acts, 1977 To 2007, fails.

The Tribunal find that the claim under the Redundancy Payments Acts, 1967 to 2007 succeeds and awards the claimant a redundancy lump sum based on the following criteria:

Date of birth: 22nd October 1981

Date of commencement: 19th April 2007

Date of termination: 01st June 2010

Gross weekly pay: €290.00

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

Under the Minimum Notice and Terms of Employment Acts 1973 to 2005, the Tribunal award the claimant the sum of €580.00, this being the equivalent of two weeks gross pay.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)