

EMPLOYMENT APPEALS TRIBUNAL

CLAIM(S) OF:

CASE NO.

EMPLOYEE *claimant*

RP1793/2011
UD1350/2011
MN1446/2011

against

EMPLOYER *respondent*

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 C. Corcoran B.L.

Members: Mr D. Moore
Mr. P. Woods

heard this claim at Dublin on 14th December 2012

Representation:

Claimant(s): Mr Paddy Coughlan, Citizens Information Service, 1B Village
Centre, Finglas Village, Dublin 11

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

The determination of the Tribunal was as follows:-

The Unfair Dismissals Acts 1977 to 2007 was withdrawn prior to the hearing.

Claimant's Case

The claimant told the Tribunal that he was employed with the respondent for five years. He commenced employment on the 6th May 2005. By letter dated 14th May 2010 from the respondent he was informed that the respondent had been unable to secure sufficient contacts and could not keep his position open. He received a P45 from the respondent dated the 14th May 2010.

Determination

On the uncontested evidence of the claimant the Tribunal finds that he is entitled to a lump sum payment under the Redundancy Payment Acts 1967 to 2007 based on the following criteria:

Date of birth	27 th November 1952
Date employment commenced	6 th April 2005
Date employment ceased	14 th May 2010
Gross weekly pay	€620.00

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

As the claimant's employment ceased without notice he is entitled to four weeks gross pay in the amount of €2,480.00 (€620.00 per week) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

There is a weekly ceiling of €600.00 on all awards made from the Social Insurance Fund.

As the Unfair Dismissals Acts, 1977 to 2007 was withdrawn prior to the hearing no award is being made under this Act.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)