

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:
EMPLOYEE *-appellant*

CASE NO.
RP2404/2011
MN1903/2011

against
EMPLOYER *-respondent*

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr L. Ó Catháin

Members: Mr J. Hennessy
Ms S. Kelly

heard this appeal at Waterford on 30th November 2012

Representation:

Appellant: In person

Respondent: Ms. B of the company

The decision of the Tribunal was as follows:

It was conceded that the appellant's terminated by reason of redundancy without notice being provided or paid.

When the appellant's employment commenced she was working between 30-35 hours per week and remained on these hours for some four and a half years. The appellant was then reduced to approximately 20 hours per week. For the final weeks of her employment she worked just six hours per week.

Determination:

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:	14 December 1950
Date of Commencement:	17 April 2005
Date of Termination:	22 March 2011
Gross Weekly Pay:	€131.25

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

The Tribunal also finds that the appellant is entitled to the sum of €525.00 (being the equivalent of four weeks' gross pay) under the Minimum Notice and Terms of employment Acts, 1973 to 2005.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)