

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:  
EMPLOYEE

CASE NO.  
RP2974/2011

WT974/2011  
MN2436/2011

against  
EMPLOYER

under

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

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr P. Hurley

Members: Mr J. Hennessy  
Mr F. Dorgan

heard this appeal at Thurles on 5th November 2012

Representation:  
\_\_\_\_\_

Appellant:

Respondent: Not present or represented

The decision of the Tribunal was as follows:-

The appellant lodged his appeal form outside the 12 month time limit to lodge an appeal under the Redundancy Payments Acts, 1967 to 2007. Having heard the appellant the Tribunal found there were reasonable circumstances to extend the time limit into a second 12 month period.

### **Determination:**

Under the Redundancy Payments Acts, 1967 to 2007, the Tribunal finds that the appellant is entitled to a redundancy lump sum based on the following details:

Date of Birth:	03 August 1955
Date of Commencement:	21 November 2004
Date of Termination:	18 December 2009
Gross Weekly Pay:	€ 500.00

Loss having been established the Tribunal awards the sum of € 2,000.00, this being four weeks'

gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 and €2000 (four weeks' pay) in respect of his holiday entitlement under the Organisation of Working Time Act, 1997.

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

Sealed with the Seal of the

Employment Appeals Tribunal

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This \_\_\_\_\_

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

