

EMPLOYMENT APPEALS TRIBUNAL

CLAIMS OF:
EMPLOYEE *-claimant*

CASE NO.
UD371/2011
RP472/2011
MN367/2011

Against

EMPLOYER *-respondent*

Under

UNFAIR DISMISSALS ACTS, 1977 TO 2007 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: Ms N. O'Carroll-Kelly B.L.

Members: Mr. L. Tobin
Ms M. Maher

heard this claim at Dublin on 23rd November 2012

Representation:

Claimant: Ms. Barbara Mebtouche, Triana, Independent Advice & Information Bureau,
Top Floor, 77 Talbot Street, Dublin 1

Respondent: No appearance or representation on behalf of the respondent

The claim under the Unfair Dismissals Acts, 1977 to 2007 and the Minimum Notice and Terms of Employment Acts, 1973 to 2005 were withdrawn at the outset.

Claimant's Case

The claimant gave evidence through an interpreter that she was employed by the respondent from the 2nd of May 2008. She was a Security Officer. The claimant was never informed that her employment was being terminated. The claimant was on certified sick leave and when she gave her documents relating to her maternity leave to the respondent they said they were no longer her employers. Often there was very little work available with the respondent.

Determination

The Tribunal finds that the claimant is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 calculated on the basis of the following criteria:

Date of Birth:	23 June 1970
Date of Commencement:	02 May 2008
Date of Termination:	15 July 2010
Gross Weekly Pay:	€328.00

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

This _____

(Sgd.) _____
(CHAIRMAN)