

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:

CASE NO.

EMPLOYEE - *appellant*

RP976/2011  
MN755/2011

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: Ms P. McGrath B.L.

Members: Mr E. Handley  
Mr. S. O'Donnell

heard this appeal at Dublin on the 23 November 2012

Representation:

Appellant(s) : in person

Respondent(s) : in person

#### **Determination**

The appellant was employed by the respondent from July 2006 to March 2010 as an apprentice plumber. The employer found himself in a position where he had no work for the appellant. He wished to do his best for the appellant and no redundancy lump sum was ever sought. The employer was unsure if he qualified for a redundancy lump sum.

The Tribunal is satisfied that the appellant was dismissed by reason of redundancy and awards him a lump sum payment under the Redundancy Payments Acts, 1967 to 2007 based on the following information:

Date of Birth: 8 January 1988

Date of Commencement: 1 July 2006

Date of Termination: 19 March 2010

Weekly Gross Pay: €400

The Tribunal further awards the appellant €400, being the equivalent of one weeks' gross pay,

in lieu of notice under the Minimum Notice and Terms of Employment Acts 1973 to 2005

The award made under the Redundancy Payments Acts, 1967 to 2007 are made subject to the appellant having been in insurable employment under the Social Welfare Consolidation Act, 2005 during the relevant period.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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