

## EMPLOYMENT APPEALS TRIBUNAL

CLAIM(S) OF:  
EMPLOYEE

CASE NO.  
MN858/2012

against

EMPLOYER

under

### MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. P. McGrath BL

Members: Mr. T.P. Flood  
Mr. J. Jordan

heard this claim in Dublin on 18 February 2013

Representation:

\_\_\_\_\_

Claimants(s):

No legal or trade union representation

Respondent(s):

Ms. Vanessa Duffy, Duffy Taxation Services,  
70 Northumberland Road, Ballsbridge, Dublin 4

The decision of the Tribunal was as follows:-

A minimum notice claim was lodged based on an employment from 17 October 2009 to 22 June 2012 at a gross weekly pay of €680.00.

It was contended on behalf of the respondent that money had been lodged to the claimant's account. The claimant did not acknowledge that any such payment had been made. She said that she was entitled to a month's notice under her contract.

### **Determination:**

The minimum notice legislation does not provide for the payment of contractual notice. It does, however, permit the Tribunal to award two weeks' gross pay to an employee with two to five years' service. Under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards the claimant the sum of €1,360.00 (this amount being equivalent to two weeks'

gross weekly pay at €680.00 per week).

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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