

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE

CASE NO.  
RP2572/2011

against

EMPLOYER

under

**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. P. McGrath BL

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

heard this appeal in Dublin on 18 February 2013

Representation:

\_\_\_\_\_

Appellant(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:-

The appellant, a lecturer, lodged a claim that his working relationship with the respondent commenced on 9 February 2009 and ended by reason of redundancy on 26 July 2011. His gross weekly pay was stated to have been €800.00.

It was contended on behalf of the respondent at the hearing that the appellant had been self-employed until early February 2011 when he became an employee of the respondent until late July 2011. The appellant acknowledged that he had been self-employed for the first two years of his time with the respondent. He said that he had been invoicing the respondent in the years before he had become an employee.

**Determination:**

The appeal under the Redundancy Payments Acts, 1967 to 2007, fails because it was not established that that the appellant had two years' reckonable service as an employee with the respondent.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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