

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:
EMPLOYEE

CASE NO.
RP2042/211, MN1591/2011
WT602/2011

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. D. MacCarthy S C

Members: Mr R. Murphy
Mr D. Thomas

heard this appeal at Dublin on 4th April 2013

Representation:

Appellant : Mr Pat Brady, Employment Law Consultant,
56 St. Columbanus Avenue Miltown, Dublin 14

Respondent : No representation listed

The Tribunal is satisfied that the respondent was properly notified of this hearing.
Neither the respondent nor a representative on its behalf appeared for this hearing.

The decision of the Tribunal was as follows:

Having heard the submission from the appellant the Tribunal finds that his employment with the respondent was terminated by way of redundancy. Accordingly, the appeal under the Redundancy Payments Acts, 1967 to 2007 is allowed and the appellant is awarded a statutory lump sum under those Acts, and based on the following:

Date of Birth : 13 March 1980

Date of Commencement : 02 May 2009

Date of Termination: 04 July 2011

Gross Weekly Wage: €680.76

Amount of redundancy payment : €3216.00 (as per redundancy calculator)

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

A weekly ceiling of €600.00 applies to payments from the Social Welfare Fund.

The appeal under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 succeeds and the appellant is therefore awarded €1361.52 as compensation under those Acts, that amount being the equivalent of two weeks' notice entitlement.

The appeal under the Organisation of Working Time Act, 1997 is also allowed and the appellant is awarded the sum of €1361.52 for outstanding leave entitlements under that Act

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)