

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:

CASE NO.

EMPLOYEE

*appellant*

MN17/2012

RP23/2012

WT8/2012

against

EMPLOYER

*respondent*

under

### MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005 REDUNDANCY PAYMENTS ACTS, 1967 TO 2007 ORGANISATION OF WORKING TIME ACT, 1997

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. D. Mac Carthy S C

Members: Ms A. Gaule  
Mr F. Barry

heard this appeal at Dublin on 30th April 2013

Representation:

\_\_\_\_\_

Appellant(s): The appellant in person

Respondent(s): The owner in person

#### **Determination**

The appellant was dismissed by reason of redundancy.

The appellant is entitled to a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on:

Date of Birth: 21<sup>st</sup> November 1977  
Service from: 1st May 2002 to 9<sup>th</sup> January 2012  
Non-reckonable service: 4<sup>th</sup> November 2011 to 9<sup>th</sup> January 2012  
Normal weekly remuneration: €454.00  
Amount of redundancy Payment: €9,098.16

The Tribunal awards the appellant €1,816.00 compensation (this being the equivalent of four weeks' pay) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The claim for holiday pay under the Organisation of Working Time Act fails.

This award is subject to the appellant having been in employment which is insurable for all purposes under the Social Welfare Consolidation Act 2005.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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

