

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:

CASE NO.

EMPLOYEE

RP3/2012

MN4/2012

against

EMPLOYER

EMPLOYER

under

MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005 REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms. K.T. O'Mahony B.L.

Members: Mr. P. Casey
Ms. H. Kelleher

heard this appeal at Cork on 9th April 2013

Representation:

Appellant:

Respondent:

No appearance by or on behalf of the respondent.

There was no appearance by or on behalf of the respondent and the Tribunal is satisfied that she was properly notified of the hearing.

Appellant's case

The appellant stated that she commenced employment with the respondent on 13th September 2008 and was let go when the business closed down on 29th July 2011. At the time of termination of employment the appellant was being paid €487.57 gross per week. The appellant did not receive any payment from the respondent in respect of a lump sum redundancy payment.

The appellant was given notice of redundancy on 18th July 2011. However she was only paid €140.00 for seven hours work, which she performed, between 18th and 29th July 2011 and she did not receive payment of her full statutory notice.

Determination

Having considered the uncontested evidence of the appellant, the Tribunal is satisfied that her employment ended by reason of redundancy and it awards her a lump sum redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

DOB	3 rd October 1964
Commencement Date	13 th September 2008
Date notice received	18 th July 2011
Termination date	29 th July 2011
Gross pay	€487.57 per week

This award is made subject to the claimant having been in insurable employment, during the relevant period, in accordance with the Social Welfare Acts.

The Tribunal further awards her €835.14 under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)