

## EMPLOYMENT APPEALS TRIBUNAL

**APPEAL(S) OF:**  
EMPLOYEE

*- appellant*

**CASE NO.**  
MN5/2012  
RP4/2012  
WT68/2013

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. T. Ryan

Members: Mr J. Horan  
Mr J. Maher

heard this appeal at Dublin on 23rd April 2013

#### **Representation:**

Appellant(s) : Respondent(s) : Not Present or Represented

The decision of the Tribunal was as follows:-

#### **Determination:**

The Tribunal finds that the appellant is entitled to a lump sum payment under the Redundancy Payments Acts, 1967 to 2007, based on the following criteria:

Date of Birth:	26 June 1948
Date of Commencement:	29 August 1997
Date of Notice Received:	16 November 2011
Date of Termination:	25 November 2011
Gross Weekly Pay:	€ 220.00

It be noted the appellant was paid the sum of € 4,336.50 already under the Redundancy Payments Acts, 1967 to 2007 and this should be taken into account when calculating the balance of her redundancy award.

Loss having been established the Tribunal awards the sum of € 1,320.00, this being 21 days notice, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005. It must be noted the appellant was already given 9 days notice.

The Tribunal also awards the sum of € 220.00, this being one weeks' gross wages, under the Organisation of Working Time Act, 1997.

This award is made subject to the appellant been in insurable employment under the Social Welfare Acts during the relevant period.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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