

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:

CASE NO.
RP2388/2011
MN1899/2011
WT741/2011

EMPLOYEE -appellant

against

EMPLOYER *-respondent*

EMPLOYER *-respondent*

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: Ms D. Donovan B.L.

Members: Mr. B. Kealy
Mr. G. Whyte

heard this appeal at Dublin on 14th February 2013

Representation:

Appellant: In person

Respondents: Mr Frank Shannon, 22 Coolmine Court,
Clonsilla, Dublin 15

Determination:

The Tribunal determines that a redundancy situation existed. The appeal under the Redundancy Payments Acts 1967 to 2007 succeeds and the Tribunal awards the appellant a lump sum based on the following criteria:

Date of Birth: 20th October 1957

Date of Commencement: 01st July 2005

Date of Notice: 09th May 2011

Date of Termination: 09th May 2011

Gross Weekly Wage: €612.00

This award is made subject to the appellant fulfilling current social welfare requirements in relation to PRSI contributions.

It should be noted that a statutory weekly ceiling of €600.00 currently applies to payments from the Social Insurance Fund.

The appeal under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, succeeds and the Tribunal awards the appellant the sum of €2,448.00, this being the equivalent of four weeks gross pay as compensation in lieu of notice.

The appeal under the Organisation of Working Time Act, 1997, succeeds and the Tribunal awards the appellant the sum of €2,448.00, being four weeks holiday pay.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)