

EMPLOYMENT APPEALS TRIBUNAL

APPEAL OF:
Employee

CASE NO.
RP272/2007
MN426/2007

against

Employer

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2003 MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2001

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. D. Mac Carthy S C

Members: Mr J. Goulding
Ms. P. Ni Sheaghda

heard this appeal at Dublin on 22nd October 2007

Representation:

Appellant:

Ms Marguerite Bolger, C/O The Law Library, Four Courts, Dublin 2

Respondent:

Mr John Rush, Cara Alarm And Security Systems Limited, 7/8 Butterly Business Park,
Artane, Dublin 5

The decision of the Tribunal was as follows:

The issue is a question of continuity arising out of the end of the appellant's apprenticeship. Breaks in service at the end of apprenticeships are quite common practice, but in the present case the break was for a period of only two days, and while his P45 had been generated, it was not issued to him because he was due to start again so soon.

The Tribunal finds that the appellant's service was not broken at the end of his apprenticeship, and awards him his statutory entitlement to a redundancy payment under the Redundancy Payments Acts, 1967 to 2003 based on the following criteria:

Date of Birth: 2nd October 1982
Date of Commencement 15th January 2001
Date of Termination 11th May 2007
Gross Weekly Wage €877.00

The Tribunal also awards him €2,631.00, being the equivalent of 3 weeks gross pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2001.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)

