

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE – appellant

CASE NO.  
RP1526/2009

against

EMPLOYER – respondent

under

**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms F Crawford BL

Members: Mr M Murphy  
Mr O Nulty

heard this appeal at Drogheda on 9th April 2010

Representation:

\_\_\_\_\_

Appellant(s): In person

Respondent(s): In person

The decision of the Tribunal was as follows:

The appellant agreed that he had left his employment in 2006 and that there was no agreement that the job was to be left open for him. He did not receive a P45 when his employment ended in 2006. He was re-employed in February 2007 and he was unsure as to what period of time he could claim a redundancy payment for.

The respondent employed the appellant, as an apprentice, in 2002. In August 2006 the appellant left the employment in order to go to Australia. Some months later the respondent heard that the appellant was back and he offered him a job. The appellant commenced that employment on February 15<sup>th</sup> 2007. The respondent terminated the appellant's employment on March 31<sup>st</sup> 2009, as he had no work for him.

Determination:

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

Date of Birth:	17 <sup>th</sup> July 1983
Date of Commencement:	15 <sup>th</sup> February 2007
Date of Termination:	31 <sup>st</sup> March 2009
Gross Weekly Pay:	€735.68

This award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period. It should be noted that a statutory weekly ceiling of €600.00 applies to payments from the Social Insurance Fund.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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