

## EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:  
6 Employees

CASE NO.  
RP515/2005  
RP516/2005  
RP517/2005  
RP518/2005  
RP519/2005  
RP520/2005

against  
2 Employer

under

### REDUNDANCY PAYMENTS ACTS, 1967 TO 2003

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. K. T. O'Mahony B.L.  
Members: Mr. M. Forde  
Mr J. McDonnell

heard this appeal at Cork on 6th March 2007

Representation:

Appellant: Mr. Tom Smyth, Tom Smyth & Associates, Human  
Resource Consultants, 41 Halldene Drive, Bishopstown, Cork

Respondent: No appearance or representation

The decision of the Tribunal was as follows:

**Determination:**

The respondent failed to appear before the Tribunal. The representative for the Claimant's informed the Tribunal that Mr. Joe Knowles's claim was withdrawn.

In relation to the respondent's assertion in the form T2 the Tribunal points out that Section 13 of the Unfair Dismissals Acts, 1977 to 2001, applies only in cases of unfair dismissals.

In this case the Tribunal finds that the employees were employed by XXXX

Due to a change in automation in the work processes the employees were made redundant and are entitled to redundancy pay under the Redundancy Payments Acts, 1967 to 2003.

Accordingly, the Tribunal awards the claimants' a redundancy lump sum payment under the Redundancy Payments, Acts, 1977 to 2003, based on their continuous service and the following information as set out in the attached schedule:

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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

Michael Woods T/A M.W. Processing, Greenacres Shopping Centre, Dundalk, Co. Louth  
Michael Woods T/A M.W. Processing, 18 Francis Street, Dundalk, Co. Louth

Employee Name	Case No	Date of Birth	Date Started	Date Ended	Date Dismissed	Notice Due	Gross Pay	Min Not Total
	RP516/2005	09-09-72	11-10-99	11-02-05	11-02-05	4	€777.00	€3,108.00
	RP520/2005	24-11-58	14-10-01	11-02-05	11-02-05	2	€777.00	€1,554.00
	RP519/2005	05-06-71	02-02-99	11-02-05	11-02-05	4	€777.00	€3,108.00
	RP517/2005	21-11-72	20-09-99	11-02-05	11-02-05	4	€777.00	€3,108.00
	RP515/2005	26-06-63	07-10-01	11-02-05	11-02-05	2	€777.00	€1,554.00