

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

3 Employees

CASE NOS.

RP553/08
MN590/08

RP554/08
MN591/08

RP555/08
MN592/08

RP556/08
MN593/08

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 J Flanagan BL

Members: Mr C Ormond
Ms M Maher

heard this appeal at Dublin on 4th September 2008.

Representation:

Appellants: In person.

Respondent: XXXX

The decision of the Tribunal was as follows:-

It appeared that the form T1-A had been inaccurately completed by the appellant such that the name of the employer was stated incorrectly. The representative for the respondent was given time by the Tribunal to obtain instructions by telephone. On the consent of the parties the name of the employer was amended to that of the respondent.

The Tribunal is satisfied that a redundancy situation exists as the business in which the appellants had been employed has ceased trading.

The Tribunal finds that all four appellants were made redundant by the respondent and the Tribunal awards to each of the appellants a redundancy lump sum payment which is to be calculated on the basis of the following findings of fact by the Tribunal in respect of each individual appellant:

The first named appellant:

Date of Birth:	13 th April 1983
Employment Started:	15 th April 1997
Employment Ended:	29 th April 2008
Gross Weekly pay:	€190.60

The first named appellant is also awarded €1,143.60 being six weeks pay, under the Minimum Notice Acts, 1973 to 2001.

The second named appellant:

Date of Birth:	27 th March 1974
Employment Started:	15 th September 1992
Employment Ended:	29 th April 2008
Gross Weekly Pay:	€357.70

The second named appellant is also awarded €2,861.60 being eight weeks pay, under the Minimum Notice Acts, 1973 to 2001.

The third named appellant:

Date of Birth:	22 nd July 1979
Employment Started:	22 nd April 2003
Employment Ended:	29 th April 2008
Gross Weekly Pay:	€440.00

The third named appellant is also awarded €1,760.00, being four weeks pay, under the Minimum Notice Acts, 1973 to 2001.

The fourth named appellant:

Date of Birth:	19 th November 1955
Employment Started:	27 th February 2004
Employment Ended:	29 th April 2008
Gross Weekly Pay:	€212.00

The fourth named appellant is also awarded €424.00, being two weeks pay, under the Minimum Notice Acts, 1973 to 2001.

All claims under the Redundancy Payments Acts, 1967 to 2007 and under the Minimum Notice and Terms of Employment Acts, 1973 to 2001 succeed.

All awards are made subject to the condition that each appellant had been in insurable employment for the purposes of the Social Welfare Acts during the relevant period.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)