### EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF: CASE NOS.

3 Employees 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<sup>th</sup> April 1983 Employment Started: 15<sup>th</sup> April 1997 Employment Ended: 29<sup>th</sup> 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<sup>th</sup> March 1974 Employment Started: 15<sup>th</sup> September 1992 Employment Ended: 29<sup>th</sup> 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<sup>nd</sup> July 1979 Employment Started: 22<sup>nd</sup> April 2003 Employment Ended: 29<sup>th</sup> 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<sup>th</sup> November 1955 Employment Started: 27<sup>th</sup> February 2004 Employment Ended: 29<sup>th</sup> 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.

Sealed with the Seal of the
Employment Appeals Tribunal
This
(Sgd.)
(CHAIRMAN)

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.