

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

CASE NO.

1) Employee
MN1428/2008

RP1330/2008

2) Employee

RP1331/2008
MN1429/2008

- *appellants*

against

Employer

- *respondent*

under

MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005 REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. P. O'Leary B L

Members: Mr P. Pierce
Mr J. Maher

heard this appeal at Dublin on 5th May 2009

Representation:

Appellants: Mr Andrew McGuinness, SIPTU, Construction Branch,
Liberty Hall, Dublin

Respondent: Kavanagh Fennell, Simmonscourt House, Simmonscourt Rd. Ballsbridge, Dublin 4

The decision of the Tribunal was as follows:-

Determination:

Based on the uncontested evidence of appellant (1) the Tribunal finds that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2003 based on the following details:

Date of Birth

7 December 1958

Date employment commenced	30 March 2003
Date employment ended	20 July 2007
Gross weekly salary	€650.00

The Tribunal also awards him €1,300.00 (being the equivalent of 2 weeks pay) under the Minimum Notice and Terms of Employment Acts, 1973 to 2001.

Based on the uncontested evidence of appellant (2) the Tribunal finds that he is entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2003 based on the following details:

Date of Birth	25 February 1961
Date employment commenced	2 July 2002
Date employment ended	3 August 2007
Gross weekly salary	€843.15

The Tribunal also awards him €3,372.60 (being the equivalent of 4 weeks pay) under the Minimum Notice and Terms of Employment Acts, 1973 to 2001.

(It should be noted that payments from the social insurance fund are limited to a maximum of €600.00 per week.)

These awards are made subject to the appellants having been in insurable employment under the Social Welfare Acts during the relevant period.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)