

## **EMPLOYMENT APPEALS TRIBUNAL**

### **APPEALS OF:**

### **CASE NO.**

EMPLOYEE - appellant 1

RP724/2009

EMPLOYEE - appellant 2

RP725/2009

EMPLOYEE - appellant 3

RP726/2009

EMPLOYEE - appellant 4

RP727/2009

### **Against**

EMPLOYER - respondent

### **under**

### **REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. M. Levey B.L.

Members: Mr J. Goulding  
Mr. J. Dorney

heard these appeals at Dublin on 5th February 2010 and 19th April 2010.

### **Representation:**

Appellant: Mr Brendan MacPartlin, Crosscare, 1 Cathedral Street,  
Dublin 1 - on 5<sup>th</sup> February 2010 and 19<sup>th</sup> April 2010.

Respondent: In person on 5<sup>th</sup> February 2010 and no appearance by or on behalf of the respondent  
on 19<sup>th</sup> April 2010.

The decision of the Tribunal was as follows:-

### **Determination:**

The Tribunal is satisfied that the respondent was duly notified of the hearing on 19<sup>th</sup> April 2010. Neither the respondent nor a representative on his behalf appeared at the hearing. The respondent appeared in person on the previous day and acknowledged the appellants were on lay off for a considerable period of time. The Tribunal is satisfied that a redundancy situation existed.

The Tribunal finds that the appellants are entitled to a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

**Appellant 1**

Date of Birth: 3<sup>rd</sup> December 1970  
Date of Commencement: 20<sup>th</sup> March 2006  
Date of Termination: 30<sup>th</sup> January 2009  
Gross Weekly Wage: €784.68

**Appellant 2**

Date of Birth: 20<sup>th</sup> April 1960  
Date of Commencement: 5<sup>th</sup> September 2005  
Date of Termination: 8<sup>th</sup> January 2009  
Gross Weekly Wage: €900.62

**Appellant 3**

Date of Birth: 23<sup>rd</sup> May 1974  
Date of Commencement: 20<sup>th</sup> March 2006  
Date of Termination: 8<sup>th</sup> January 2009  
Gross Weekly Wage: €728.73

**Appellant 4**

Date of Birth: 16<sup>th</sup> July 1969  
Date of Commencement: 5<sup>th</sup> September 2005  
Date of Termination: 30<sup>th</sup> January 2009  
Gross Weekly Wage: €778.99

It should be noted that a statutory weekly ceiling of €600.00 currently applies to payments from the Social Insurance Fund.

These awards are made subject to the appellants fulfilling current social welfare requirements in relation to PRSI contributions.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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