

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:

EMPLOYEE -*appellant 1*

EMPLOYEE - *appellant 2*

against

EMPLOYER -*respondent*

Under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007
MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005
ORGANISATION OF WORKING TIME ACT, 1997

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. P. O'Leary B L

Members: Mr R. Murphy
Ms. E. Brezina

heard this appeal at Dublin on 25th February 2010

Representation:

Appellant: Mr. Blazej Nowak, Polish Consultancy Enterprise, 19 Talbot
Street, Dublin 1

Respondent: In Person

Determination

Both the appellants served the RP9 form on the respondent but did not receive a response in writing.

Appellant 1

The Tribunal awards the appellant a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	21 st April 1975
Date of Commencement:	10 th July 2004
Date of Termination:	15 th June 2009
Gross Weekly Pay:	€660.00

CASE NO.

RP1478/2009
MN1288/2009
WT575/2009

RP1479/2009
WT576/2009
MN1288/2009

The award is based on the appellant having been in insurable employment during this period.

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

The Tribunal also finds that appellant 1 is entitled to his statutory Public Holiday entitlements, therefore awards the appellant the sum of €396.00 being the equivalent of 3 days pay under the Organisation of Working Time Act, 1997.

The appeal under the Minimum Notice and Terms of Employment Acts 1973 to 2005 does not arise as the appellant served the RP9 form on the respondent.

Appellant 2

The Tribunal awards the appellant a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	13 th July 1957
Date of Commencement:	5 th May 2005
Date of Termination:	21 st May 2009
Gross Weekly Pay:	€660.00

The award is based on the appellant having been in insurable employment during this period.

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

The Tribunal also finds that appellant 2 is entitled to his statutory Public Holiday entitlements, therefore awards the appellant the sum of €792.00 being the equivalent of 6 days pay under the Organisation of Working Time Act, 1997.

The appeal under the Minimum Notice and Terms of Employment Acts 1973 to 2005 does not arise as the appellant served the RP9 form on the respondent.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)