

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:	CASE NO.
EMPLOYEE - first appellant	RP1143/2009
	MN1019/2009

EMPLOYEE - second appellant	RP1179/2009
	MN1054/2009

against

EMPLOYER

under

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

I certify that the Tribunal
(Division of Tribunal)

Chairman: Mr. J. Sheedy

Members: Mr. D. Hegarty
Ms. H. Kelleher

heard these appeals in Cork on 12 February 2010

Representation:

Appellant(s):
No legal or trade union representation.

Respondent(s):
No attendance or representation

The decision of the Tribunal was as follows:-

The first appellant sought a redundancy award based on an employment which commenced on 6 June 2005 and which he claimed to have ended (without any prior notice) on 6 June 2008 due to redundancy. His gross weekly pay was assessed at €600.00.

The second appellant sought a redundancy award based on an employment which commenced on 3 August 2004 and which he claimed to have ended (without any prior notice) on 29 August 2008

due to redundancy. His gross weekly pay was assessed at €550.00

No-one attended the Tribunal hearing on behalf of the respondent.

Determination:

Under the Redundancy Payments Acts, 1967 to 2007, the Tribunal finds that the first appellant is entitled to a redundancy lump sum based on the following details:

Date of birth:	17 October 1984
Date of commencement:	06 June 2005
Date of termination:	06 June 2008
Gross weekly pay:	€600.00

Under the Redundancy Payments Acts, 1967 to 2007, the Tribunal finds that the second appellant is entitled to a redundancy lump sum based on the following details:

Date of birth:	23 February 1985
Date of commencement:	03 August 2004
Date of termination:	29 August 2008
Gross weekly pay:	€550.00

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

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

Also, the Tribunal allows the claims for minimum notice.

The Tribunal awards the first appellant the sum of €1200.00 (this amount being equivalent to two weeks' gross pay at €600.00 per week) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The Tribunal awards the second appellant the sum of €1100.00 (this amount being equivalent to two weeks' gross pay at €550.00 per week) under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Sealed with the Seal of the
Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)