

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:
EMPLOYEE - first appellant

CASE NO.
RP2879/2009
MN2324/2009

and

EMPLOYEE - second appellant

RP2880/2009
MN2325/2009

against

EMPLOYER - respondent

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. P. O'Leary BL

Members: Mr. M. Murphy
Mr. S. O'Donnell

heard these appeals in Dublin on 18 August 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 claimed that his employment, which commenced in July 1998, ended by reason of redundancy (without any paid notice from the respondent) on 2 October 2009. His gross weekly pay had been €447.00.

The second appellant claimed that his employment, which commenced on 9 July 1998, ended by reason of redundancy (without any paid notice from the respondent) on 2 October 2009. His gross weekly pay had been €447.00.

No evidence was offered at the hearing by or 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: | 07 September 1947 |
| Date of commencement: | 15 July 1998 |
| Date of termination: | 02 October 2009 |
| Gross weekly pay: | €447.00 |

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: | 24 December 1951 |
| Date of commencement: | 09 July 1998 |
| Date of termination: | 02 October 2009 |
| Gross weekly pay: | €447.00 |

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

Allowing the first appellant's claim under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards him the sum of €2682.00 (this amount being equivalent to six weeks' gross pay at €447.00 per week) under the said legislation.

Allowing the second appellant's claim under the Minimum Notice and Terms of Employment Acts, 1973 to 2005, the Tribunal awards him the sum of €2682.00 (this amount being equivalent to six weeks' gross pay at €447.00 per week) under the said legislation.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)