

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE (appellant 1)

CASE NO.  
RP2074/2010  
WT652/2010  
MN1488/2010

EMPLOYEE (appellant 2)

RP2075/2010  
MN1489/2010  
WT888/2011

Against

EMPLOYER

under

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

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr N. Russell

Members: Mr J. Browne  
Ms S. Kelly

heard this appeal at Wexford on 18th November 2011

Representation:

\_\_\_\_\_

Appellant(s) :

In Person

Respondent(s) :

No appearance by or on behalf of the respondent

The decision of the Tribunal was as follows:

The Tribunal, being satisfied that the respondent was properly on notice of the hearing, finds based on the uncontroverted evidence, that the appellants' are entitled to a lump sum payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria.

*Appellant 1*

Date of Birth	16 <sup>th</sup> February 1965
Employment commenced	14 <sup>th</sup> March 2006
Employment ended	8 <sup>th</sup> May 2010
Gross weekly pay	€410.41

The appeal under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 is allowed and the appellant is awarded the sum of €820.82 being 2 weeks gross pay. Holiday Pay amounting to €288 is also awarded under the Organisation of Working Time Act, 1997.

*Appellant 2*

Date of Birth	19 <sup>th</sup> April 1968
Employment commenced	21 <sup>st</sup> August 2004
Employment ended	22 <sup>nd</sup> May 2010
Gross weekly pay	€250

The appeal under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 is allowed and the appellant is awarded the sum of €1,000 being 4 weeks gross pay. Holiday Pay amounting to €250 is also awarded under the Organisation of Working Time Act, 1997.

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)