

**EMPLOYMENT APPEALS TRIBUNAL**

APPEALS OF:  
EMPLOYEE – *appellant 1*

EMPLOYEE – *appellant 2*

EMPLOYEE – *appellant 3*

CASE NOS.  
RP17/2010  
MN190/2011  
WT7/2010  
RP18/2010  
MN191/2011  
WT8/2010  
RP19/2010  
MN192/2011  
WT9/2010

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: Ms. D. Donovan  
Members: Mr. J. Browne  
Mr. F. Dorgan

heard this appeal at Carlow on 10<sup>th</sup> January 2011

Representation:

Appellants: In person

Respondent: In person

The determination of the Tribunal was as follows:

The T1A forms were amended, on consent, to include claims under the Minimum Notice and Terms of Employment Acts 1973 to 2007.

**Determination:**

It was common case that a redundancy situation exists. Accordingly the Tribunal awards each appellant a redundancy lump sum payment under the Redundancy Payments Acts 1967 to 2007 based on the following information:

Appellant 1

Date of Birth: 03 October 1958  
Date of commencement of employment: 01 September 1986  
Date of termination of employment: 09 August 2009  
Gross weekly pay: €298.43

This award is made subject to appellant 1 having been in insurable employment under the Social Welfare Acts during the relevant period.

Appellant 1 is awarded the sum of €2387.44 being 8 weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant 1 is awarded the sum of €596.86 under the Organisation of Working Time Act 1997.

Appellant 2

Date of Birth: 16 September 1955  
Date of commencement of employment: 27 June 1977  
Date of termination of employment: 08 August 2009  
Gross weekly pay: €346.00

This award is made subject to appellant 2 having been in insurable employment under the Social Welfare Acts during the relevant period.

Appellant 2 is awarded the sum of €2,760.00 being 8 weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant 2 is awarded the sum of €692.00 under the Organisation of Working Time Act 1997.

Appellant 3

Date of Birth: 17 February 1954  
Date of commencement of employment: 01 September 1986  
Date of termination of employment: 08 August 2009  
Gross weekly pay: €164.35

This award is made subject to appellant 3 having been in insurable employment under the Social Welfare Acts during the relevant period.

Appellant 3 is awarded the sum of €1314.80 being 8 weeks pay under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

Appellant 3 is awarded the sum of €328.70 under the Organisation of Working Time Act 1997.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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