

EMPLOYMENT APPEALS TRIBUNAL

APPEAL(S) OF:
EMPLOYEE - first appellant

CASE NO.
RP35/2010

and

EMPLOYEE - second appellant

RP36/2010

Poland

and

EMPLOYEE - third appellant

RP37/2010

and

EMPLOYEE - fourth appellant

RP38/2010

against

EMPLOYER - respondent

under

REDUNDANCY PAYMENTS ACTS, 1967 TO 2007

I certify that the Tribunal
(Division of Tribunal)

Chairman: Ms. S. Behan BL

Members: Mr. J.J. Killian

Mr. O. Wills

heard these appeals in Cork on 10 September 2010

Representation:

Appellant(s):

In person

Respondent(s):

No attendance or representation

The decision of the Tribunal was as follows:-

The first appellant claimed that his employment, which commenced on 4 April 2005, ended by reason of redundancy on 31 May 2009. His gross weekly pay was assessed at €679.31 after related documentation was examined.

The second appellant claimed that his employment, which commenced on 3 September 2004, ended by reason of redundancy on 31 May 2009. His gross weekly pay was assessed at €878.58 after related documentation was examined to calculate an average given that his weekly pay had depended on the hours he had worked.

The third appellant claimed that his employment, which commenced on 29 January 2007, ended by reason of redundancy on 31 May 2009. His appeal form stated his gross weekly pay to have been €590.00. An offer was made to send documentation but there was no contest made to the figure claimed either before or at the hearing.

The fourth appellant claimed that his employment, which commenced on 3 September 2004, ended by reason of redundancy on 31 May 2009. His gross weekly pay was assessed at €963.00 after related documentation was examined.

No evidence was offered 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: 25 January 1958

Date of commencement: 4 April 2005

Date of termination: 31 May 2009
Gross weekly pay: €679.31

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 October 1981
Date of commencement: 3 September 2004
Date of termination: 31 May 2009
Gross weekly pay: €878.58

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

Date of birth: 25 July 1978
Date of commencement: 29 January 2007
Date of termination: 31 May 2009
Gross weekly pay: €590.00

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

Date of birth: 18 October 1974
Date of commencement: 03 September 2004
Date of termination: 31 May 2009
Gross weekly pay: €963.00

Note:

Payments from the Social Insurance Fund are limited to a maximum of €600.00 per week.

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)