

## **EMPLOYMENT APPEALS TRIBUNAL**

### **APPEALS OF:**

### **CASE NO.**

EMPLOYEE

- appellant 1

RP989/10  
MN685/10  
WT309/10

EMPLOYEE

- appellant 2

RP1082/10  
MN762/10

### **Against**

EMPLOYER

- respondent

### **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: Ms O. Madden B.L.

Members: Mr. R. Prole  
Mr M. O'Reilly

heard these appeals at Naas on 22nd March 2011.

### **Representation:**

Appellants: In person

Respondent: In person

The decision of the Tribunal was as follows:-

At the outset of the hearing appellant No.1 withdrew her claims under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 and the Organisation of Working Time Act, 1997 and appellant No. 2 withdrew her claim under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The respondent conceded that a redundancy situation applied in these cases.

## **Appellant 1**

Based on the appellant's uncontested evidence the Tribunal finds that appellant 1 is entitled to a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	6 <sup>th</sup> May 1961
Date of Commencement:	21 <sup>st</sup> May 1999
Date of Termination:	5 <sup>th</sup> February 2010
Gross Weekly Pay:	€286.50

## **Appellant 2**

Based on the appellant's uncontested evidence the Tribunal finds that appellant 2 is entitled to a redundancy payment under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

Date of Birth:	10 <sup>th</sup> May 1986
Date of Commencement:	2 <sup>nd</sup> October 2006
Date of Termination:	5 <sup>th</sup> February 2010
Gross Weekly Pay:	€302.88

These awards are subject to the appellants having been in employment, which is insurable for all purposes under the Social Welfare Consolidation Act 2005.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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