

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:

CASE NO.

EMPLOYEE – *appellant No 1*

MN1876/2010  
RP2629/2010

EMPLOYEE  
– *appellant No 2*

MN1877/2010  
RP2630/2010

against

EMPLOYER - *respondent*

under

**MINIMUM NOTICE AND TERMS OF EMPLOYMENT ACTS, 1973 TO 2005  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. D. Mac Carthy S C

Members: Mr E. Handley  
Mr. S. O'Donnell

heard this appeal at Dublin on 21st April 2011

Representation:

\_\_\_\_\_

Appellant(s) : In Person

Respondent(s) : In Person

**Determination**

**Appellant No 1**

The appellant was dismissed by reason of redundancy.

The appellant is entitled to a redundancy payment based on the following information:

Date of Birth: 17 April 1950  
Service from: 5 June 2001 to 4 December 2009  
Normal weekly remuneration: €1020.00

Non-reckonable service: Nil  
Amount of redundancy payment: €10,812.00

The Tribunal awards the appellant €4080.00 compensation (this being the equivalent of four weeks pay) under the Minimum Notice and Terms of employment Acts, 1973 to 2005.

## **Appellant No 2**

The appellant was dismissed by reason of redundancy.

The appellant is entitled to a redundancy payment based on the following information:

Date of Birth: 5 April 1981  
Service from: 5 June 2004 to 4 December 2009  
Normal weekly remuneration: €900.65  
Non-reckonable service: Nil  
Amount of redundancy payment: €7200.00

The claim under the Minimum Notice and Terms of Employment Acts 1973 to 2005 fails.

A weekly ceiling of €600.00 applies to any payments from the Social Insurance Fund and 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)

