

**EMPLOYMENT APPEALS TRIBUNAL**

| <b>APPEAL(S) OF:</b> |                                 | <b>CASE NO.</b> |
|----------------------|---------------------------------|-----------------|
| EMPLOYEE             |                                 | RP1845/2010     |
|                      | <i>- first named claimant</i>   |                 |
| EMPLOYEE             |                                 | RP1846/2010     |
|                      | <i>- second named claimant</i>  |                 |
| EMPLOYEE             |                                 | RP1847/2010     |
|                      | <i>- third named claimant</i>   |                 |
| EMPLOYEE             |                                 | RP1848/2010     |
|                      | <i>- fourth named claimant</i>  |                 |
| EMPLOYEE             |                                 | RP1849/2010     |
|                      | <i>- fifth named claimant</i>   |                 |
| EMPLOYEE             |                                 | RP1850/2010     |
|                      | <i>- sixth named claimant</i>   |                 |
| EMPLOYEE             |                                 | RP1851/2010     |
|                      | <i>- seventh named claimant</i> |                 |

against  
EMPLOYER

*- respondent*

under

**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 G. Whyte

heard this appeal at Dublin on 18th April 2011

**Representation:**

Appellant(s) : In Person

Respondent(s) : Mr. Paul Gormley BL instructed by:  
Frost & Co, Solicitors, The Georgian Business Centre, 19 Lower Baggot St, Dublin 2

The decision of the Tribunal was as follows:-

**Determination:**

All 7 claimants were dismissed by reason of redundancy.

The *first named claimant* is entitled to a redundancy payment based on:

Date of Birth: 08/02/1968

Service from: 15/07/1989 to 31/12/2009

Normal weekly remuneration: € 705.00

Non-reckonable service: Nil

Amount of redundancy Payment: € 25,176.00

The ***second named claimant*** is entitled to a redundancy payment based on:

Date of Birth: 03/11/1977

Service from: 23/03/1999 to 31/12/2009

Normal weekly remuneration: € 660.00

Non-reckonable service: Nil

Amount of redundancy Payment: € 13,548.00

The ***third named claimant*** is entitled to a redundancy payment based on:

Date of Birth: 13/08/1955

Service from: 11/06/2007 to 31/12/2009

Normal weekly remuneration: € 673.00

Non-reckonable service: Nil

Amount of redundancy Payment: € 3,672.00

The ***fourth named claimant*** is entitled to a redundancy payment based on:

Date of Birth: 21/07/1981

Service from: 12/02/2007 to 31/12/2009

Normal weekly remuneration: € 480.00

Non-reckonable service: Nil

Amount of redundancy Payment: € 3254.40

The ***fifth named claimant*** is entitled to a redundancy payment based on:

Date of Birth: 24/05/1977

Service from: 14/05/2001 to 31/12/2009

Normal weekly remuneration: € 660.00

Non-reckonable service: Nil

Amount of redundancy Payment: € 10,968.00

The *sixth named claimant* is entitled to a redundancy payment based on:

Date of Birth: 29/03/1984

Service from: 28/05/2007 to 31/12/2009

Normal weekly remuneration: € 520.00

Non-reckonable service: Nil

Amount of redundancy Payment: € 3,224.00

The *seventh named claimant* is entitled to a redundancy payment based on:

Date of Birth: 25/11/1979

Service from: 25/07/2005 to 31/12/2009

Normal weekly remuneration: € 520.00

Non-reckonable service: Nil

Amount of redundancy Payment: € 5,137.60

A ceiling of € 600 applies to any payments from the Social Insurance Fund and these awards are subject to the claimants 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)