

EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:
EMPLOYEE - first appellant

CASE NO.
RP1734/2010
MN1235/2010
WT525/2010

and

EMPLOYEE - second appellant

RP1735/2010
MN1236/2010
WT526/2010

against

EMPLOYER

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: Mr J Flanagan BL

Members: Mr G Andrews
Mr M O'Reilly

heard this appeal at Wicklow on 28th April 2011

Representation:

Appellants: In person

Respondent: No legal representation

The decision of the Tribunal was as follows:

Determination:

A director of the respondent appeared and agreed with the appellants that a redundancy situation existed. On the consent of the parties the Tribunal finds that the appellants' employment terminated by way of redundancy. Accordingly, their appeals under the Redundancy Payments Acts, 1967 to 2007 are allowed and they are awarded statutory lump sums under those Acts and based on the following agreed criteria:

<i>Appellant</i>	<i>Date of Birth</i>	<i>Date of Commencement</i>	<i>Date of Termination</i>	<i>Gross weekly Wage</i>
First	8 th July 1977	19 th September 2005	31 st March 2010	€485.00
Second	19 th January 1979	29 th August 2005	31 st March 2010	€465.00

These awards are subject to the appellants having been in insurable employment under the Social Welfare Acts during the relevant period.

The appeals under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 are also allowed on consent and the first named appellant is thereby awarded €970.00 and the second named appellant is thereby awarded €930.00 as compensation under these Acts.

The appeals under the Organisation of Working Time Act, 1997 are allowed under consent and the first named appellant is thereby awarded €388.00 and the second named appellant is thereby awarded €372.00 as compensation under these Acts.

Sealed with the Seal of the

Employment Appeals Tribunal

This _____

(Sgd.) _____
(CHAIRMAN)