

**EMPLOYMENT APPEALS TRIBUNAL**

APPEAL(S) OF:  
EMPLOYEE - first appellant

CASE NO.  
RP1936/2010

and

EMPLOYEE - second appellant

RP1937/2010

and

EMPLOYEE - third appellant

RP1938/2010

and

EMPLOYEE - fourth appellant

RP1939/2010

and

EMPLOYEE - fifth appellant

RP1940/2010

and

EMPLOYEE - sixth appellant

RP2140/2010

against

EMPLOYER - respondent

under

**REDUNDANCY PAYMENTS ACTS, 1967 TO 2007**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Ms. K.T. O'Mahony BL

Members: Mr. D. Hegarty  
Ms. H. Kelleher

heard these appeals in Mallow on 11 March 2011

Representation:  
\_\_\_\_\_

Appellant(s):

No legal or trade union representation

Respondent(s):

No legal representation

The decision of the Tribunal was as follows:-

The first appellant (JK) claimed that his employment, which commenced on 5 June 2007, ended by reason of redundancy on 4 June 2010. His gross weekly pay was €600.00.

The second appellant (PW) claimed that his employment, which commenced on 11 June 2007, ended by reason of redundancy on 28 May 2010. His gross weekly pay was € 400.00.

The third appellant (MOC) claimed that her employment, which commenced on 2 October 2006, ended by reason of redundancy on 28 May 2010. Her gross weekly pay was €540.00.

The fourth appellant (ABJ) claimed that his employment, which commenced on 15 January 2007, ended by reason of redundancy on 28 May 2010. His gross weekly pay was €325.00.

The fifth appellant (KPJ) claimed that his employment, which commenced on 26 November 2007, ended by reason of redundancy on 4 June 2010. His gross weekly pay was €420.00.

The sixth appellant claimed that his employment, which commenced on 1 August 2006, ended by reason of redundancy on 4 July 2010. His gross weekly pay was €358.00.

There were no breaks in the appellants' service.

No contest was offered by the respondent who had not been in a position to pay redundancy lump sums following a downturn in his business twelve months prior to the hearing.

### **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:	19 May 1961
Date of commencement:	05 June 2007
Date of termination:	04 June 2010
Gross weekly pay:	€600.00

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: 09 March 1975  
Date of commencement: 11 June 2007  
Date of termination: 28 May 2010  
Gross weekly pay: €400.00

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: 21 April 1980  
Date of commencement: 02 October 2006  
Date of termination: 28 May 2010  
Gross weekly pay: €540.00

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: 28 September 1989  
Date of commencement: 15 January 2007  
Date of termination: 28 May 2010  
Gross weekly pay: €325.00

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

Date of birth: 14 May 1987  
Date of commencement: 26 November 2007  
Date of termination: 04 June 2010  
Gross weekly pay: €420.00

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

Date of birth: 05 November 1974  
Date of commencement: 01 August 2006  
Date of termination: 04 July 2010  
Gross weekly pay: €358.00

**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)