

**EMPLOYMENT APPEALS TRIBUNAL**

APPEALS OF:

CASE NO.

EMPLOYEE –**First Named Appellant**

RP407/2010

EMPLOYEE –**Second Named Appellant**

RP571/2010  
WT164/2010

EMPLOYEE –**Third Named Appellant**

RP914/2010  
MN1305/2011

EMPLOYEE –**Fourth Named Appellant**

RP915/2010  
MN1306/2011

against

EMPLOYER –**Respondent**

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. P. Hurley

Members: Mr. B. O'Carroll  
Ms. S. Kelly

heard these appeals at Castleconnell on 23 May 2011

**Representation:**

Appellants:

Ms. Angela Sciascia, Citizens Information Office,  
Market Yard, Newcastle West, Co. Limerick

Respondent:

No appearance by, or representation on behalf of the respondent

The determination of the Tribunal was as follows:

**Determination:**

Being satisfied that the respondent was properly on notice of the hearing, the Tribunal finds, based on the uncontroverted evidence, that the appellants were dismissed by reason of redundancy and, accordingly, are entitled to lump sum payments under the Redundancy Payments Acts, 1967 to 2007 based on the criteria set out in the following schedule. The third and fourth named appellants are further entitled to payments under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 as also set out in the schedule. The appeal of the second named appellant under the Organisation of Working Time Act, 1997 was withdrawn at the outset.

Appellant	Date of Birth	of Employment Began	Employment Ended	Gross Weekly Pay	Notice given	MN weeks award	Minimum Notice Award
1st Named	24/09/1988	17/01/2007	11/09/2009	€550-00			
2nd Named	06/03/1969	15/04/2007	19/01/2010	€500-00			
3rd Named	20/05/1981	17/01/2007	19/01/2010	€570-41	None	2	€1140-82
4th Named	10/10/1977	20/08/2007	19/01/2010	€600-00	None	2	€1200-00

These awards are made subject to the appellants having been in insurable employment under the Social Welfare Consolidation Act, 2005 during the relevant period.

Sealed with the Seal of the  
Employment Appeals Tribunal

This \_\_\_\_\_

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