

## EMPLOYMENT APPEALS TRIBUNAL

APPEALS OF:  
EMPLOYEE

*-appellant 1*

CASE NO.  
RP1589/2010  
MN1127/2010

EMPLOYEE

*-appellant 2*

RP1590/2010  
MN1128/2010

against  
EMPLOYER

*-respondent*

Under

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

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr D. Hayes

Members: Mr M. Carr  
Mr N. Dowling

heard this appeal at Trim on 25th May 2011

#### **Representation:**

Appellant: Mr Richard Grogan, Richard Grogan & Associates, Solicitors,  
16 & 17 College Green, Dublin 2

Respondent: In Person

#### **Determination**

The respondent conceded that a redundancy situation existed. The Tribunal awards the appellants a redundancy lump sum under the Redundancy Payments Acts, 1967 to 2007 based on the following criteria:

#### **Appellant 1**

Date of Birth: 20<sup>th</sup> March 1969  
Date of Commencement: 29<sup>th</sup> April 2002  
Date of Termination: 29<sup>th</sup> January 2010  
Gross Pay: €580.32

Please note that this award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period

The Tribunal find that the appeal under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 succeeds and awards appellant 1 €2,321.28 being the equivalent to four weeks notice

**Appellant 2**

Date of Birth:	22 <sup>nd</sup> December 1974
Date of Commencement:	11 <sup>th</sup> June 2002
Date of Termination:	29 <sup>th</sup> January 2010
Gross Pay:	€600.00

Please note that this award is made subject to the appellant having been in insurable employment under the Social Welfare Acts during the relevant period

The Tribunal find that the appeal under the Minimum Notice and Terms of Employment Acts, 1973 to 2005 succeeds and awards appellant 2 €2,400.00 being the equivalent to four weeks notice.

Sealed with the Seal of the

Employment Appeals Tribunal

This \_\_\_\_\_

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