

**EMPLOYMENT APPEALS TRIBUNAL**

**APPEALS OF:**  
EMPLOYEE

**CASE NO:**

*- first named appellant*

UD1843/2010  
RP2481/2010  
MN1800/2010

EMPLOYEE

*- second named appellant*

UD1844/2010  
RP2482/2010  
MN1801/2010

against

EMPLOYER

*- respondent*

under

**UNFAIR DISMISSALS ACTS, 1977 TO 2007  
REDUNDANCY PAYMENTS ACTS, 1967 TO 2007  
MINIMUM NOTICE OF TERMS OF EMPLOYMENT ACTS, 1973 TO 2005**

I certify that the Tribunal  
(Division of Tribunal)

Chairman: Mr. P. O'Leary BL

Members: Mr. A. O'Mara  
Mr. O. Nulty

heard this appeal in Monaghan on 31 August 2011

**Representation:**

Appellant: Mr. Brian Carroll BL instructed by:  
Richard Grogan, Richard Grogan & Associates, Solicitors,  
16 & 17, College Green, Dublin 2

Respondent: Not Present or Represented

The claims under the Unfair Dismissals Acts, 1977 to 2007 were withdrawn. The respondent conceded all claims under the Redundancy Payments Acts, 1977 to 2007 and the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

The decision of the Tribunal was as follows:

**Determination:**

Having heard the uncontested evidence adduced by the appellants the Tribunal finds that the appellants were made redundant.

Accordingly, the appeals under the Redundancy Payments Acts, 1967 to 2007 succeeds and the Tribunal awards the appellants redundancy lump sums, which is to be calculated on the basis of the following criteria:

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

Date of Birth: 27 March 1987

Service from: 18 August 2006 to 26 July 2010

Normal weekly remuneration: € 500.00

Date of Notice Given: 26 July 2010

Non-reckonable service: Nil

Loss having been established the Tribunal awards the sum of € 1, 000.00, this being two weeks gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

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

Date of Birth: 13 August 1986

Service from: 25 June 2007 to 01 March 2010

Normal weekly remuneration: € 624.00

Date of Notice Given: 01 May 2010

Non-reckonable service: Nil

Loss having been established the Tribunal awards the sum of € 1, 248.00, this being two weeks gross pay, under the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

A ceiling of € 600.00 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)